



Workforce Development Board (WDB) and Local Elected Official (LEO) Board Joint Meeting

September 15, 2021

Virtual Meeting via Zoom Webinar/Conference Call

Workforce Development Board (WDB) and Local Elected Official (LEO) Board Meeting

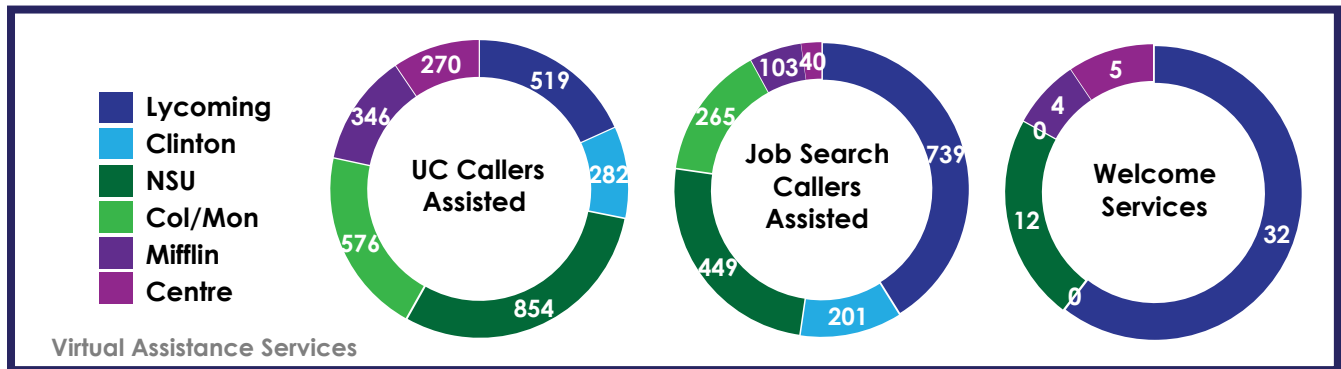
Agenda

Zoom Webinar/Teleconference
Wednesday, September 15, 2021 10:00 a.m.

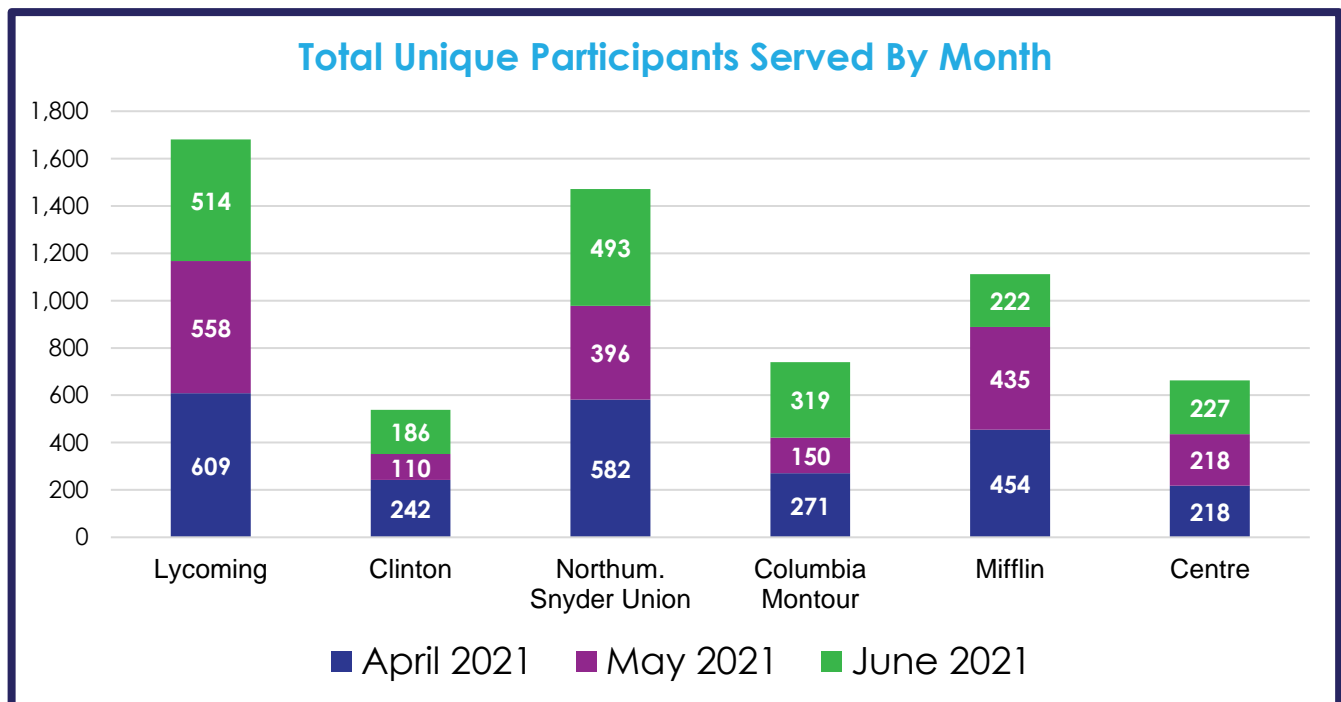
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|---------------|---|-------------------------------|
| 10:00 – 10:10 | Call to Order, Welcome, and Introduction of Guests | Jamie Aurand &
Ken Holdren |
| 10:10 – 10:15 | Public Comment | |
| 10:15 – 10:25 | PA CareerLink® Operator Update | Cheryl Johnson |
| 10:25 – 10:45 | Labor Market Presentation | Bill Berry |
| 10:45 – 11:40 | WDB and LEO Board Action Items | Jamie Aurand &
Ken Holdren |
| | <ul style="list-style-type: none"> • WDB Non-Consent Agenda & Committee Reports <ul style="list-style-type: none"> ○ Audit/Finance ○ EARN ○ Governance ○ Personnel ○ Policy & Performance ○ Youth • LEO Board Action Items | |
| 11:40 – 11:50 | Executive Director's Update | Erica Mulberger |
| 11:50 – 11:55 | Open Discussion | |
| 11:55 | Date of Next Meeting | Jamie Aurand |
| | <ul style="list-style-type: none"> • Executive Committee – October 8 from 10:00 a.m. – 12:00 p.m. • LEO Board Meeting – December 15 from 9:00 a.m. – 9:30 a.m. • WDB Board Meeting – December 15 from 10:00 a.m. – 12:00 p.m. | |
| 12:00 | Adjournment | Jamie Aurand &
Ken Holdren |

PA CareerLink® Jobseeker Services

April - June 2021 Q2



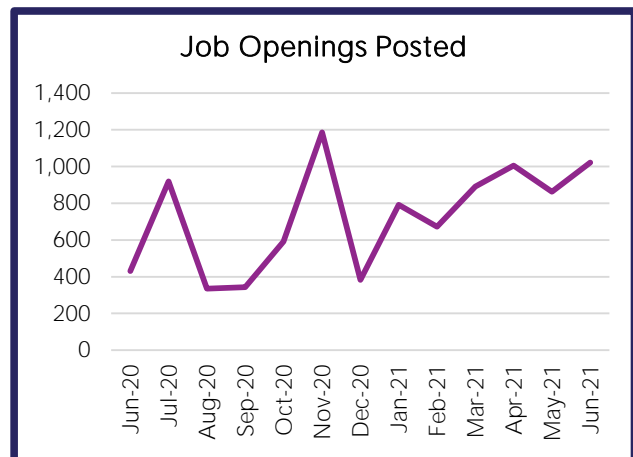
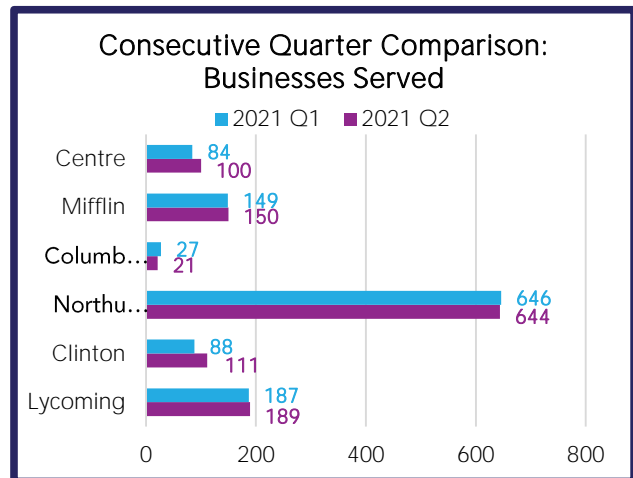
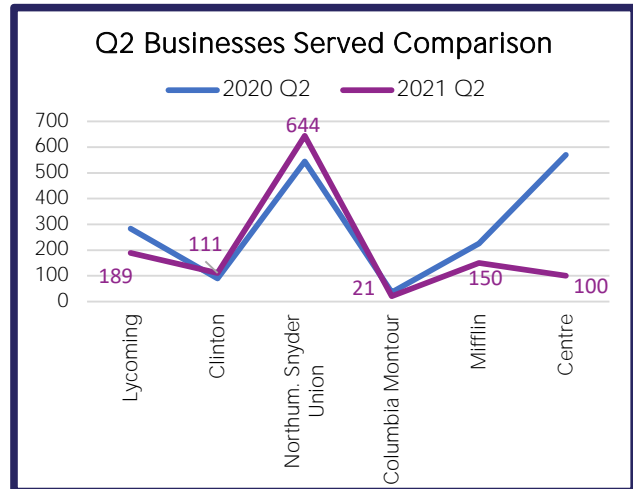
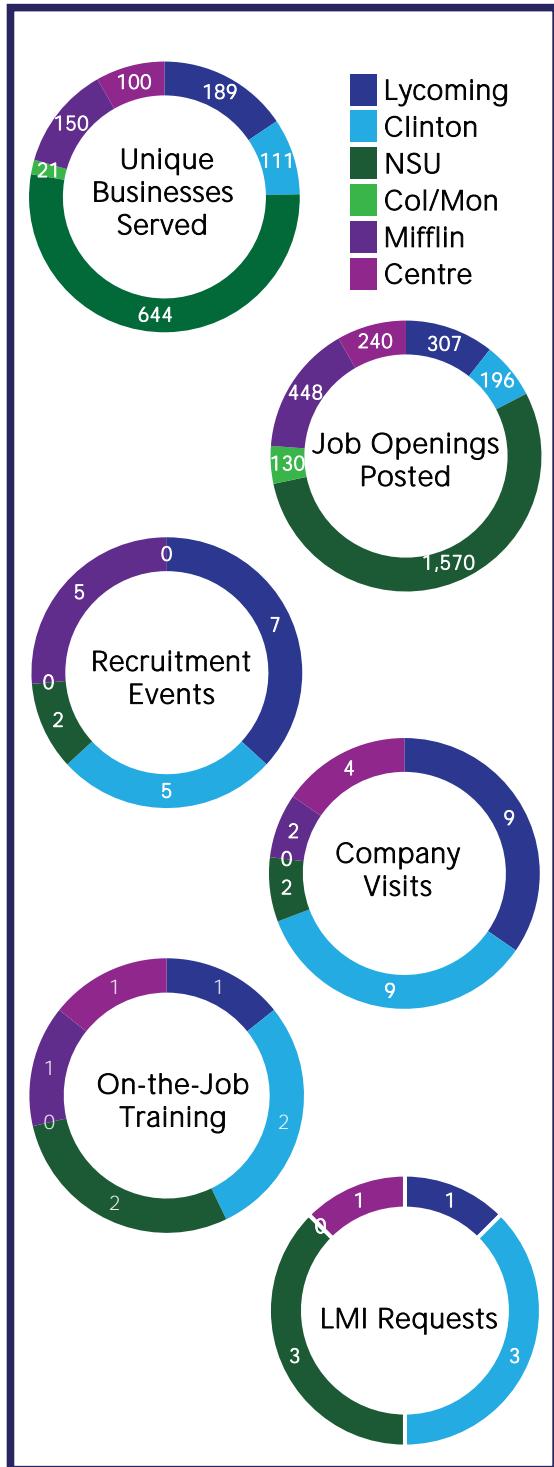
Virtual Workshops Offered: 159
Virtual Workshop Attendance: 453
Total Services Provided: 18,025
Unique Quarterly Participants: 6,204



PA CareerLink® Business Solutions

April - June 2021 Q2

Employer Services Overview

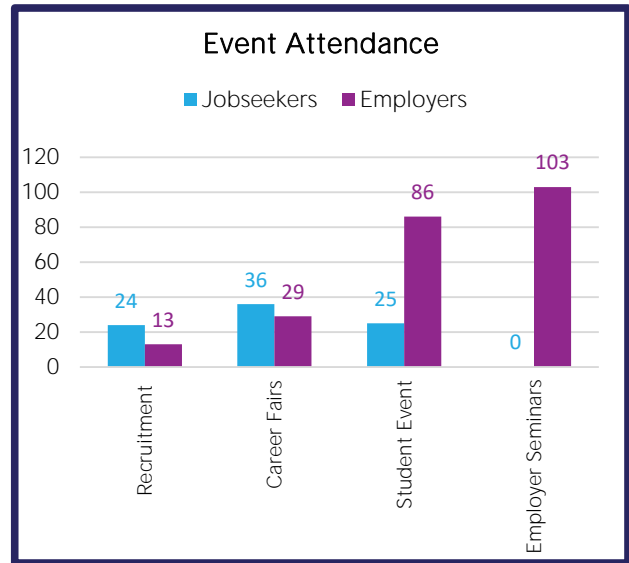


PA CareerLink® Business Solutions

April - June 2021 Q2

Employer Event Highlights

- Disaster Preparation: Preparing Your Business for Recall Events Employer Seminar (12 representatives from 10 businesses)
- Springs Window Fashions Onsite Career Fair (7 attendees with all 7 moving forward with 2nd interviews)
- Penns Valley Career Fair (23 employers, 9 training providers)
- Central Pennsylvania Career Pathways Partnership Career Fair (32 employers, 9 training providers)



- Top 3 Industries Served**
- Construction
 - Health Care and Social Assistance
 - Retail Trade

Rapid Response Events

Company	<p><i>There were no rapid response events from April 2021 to June 2021.</i></p>
PA CareerLink® County	
Rapid Response Date	
Workers Affected	
Workers at RR Event	
Layoff/Closure	
Status	

Workforce Development Board (WDB) and Local Elected Officials (LEO Board)

Joint Meeting
June 16, 2021

Advance Central PA's Board of Directors (WDB) and Local Elected Official (LEO) Board held a joint meeting on Wednesday, June 16, 2021 at 10:00 a.m. via Zoom webinar/teleconference.

WDB Members Attending

Jay Alexander
Jamie Aurand
Jim Beamer
Kenneth Chappell
Michele Foust
Dean Girton
Bruce Jones
Keith Koppenhaver
Lynn Kuhns
Jim Nemeth
Jim Stopper
Steve Stumbris
Susan Swartz
Todd Taylor
Suzanne White
Jenna Witherite
Tracie Witter
Dave Zartman

LEO Board Members Attending

Angela Harding
Joe Klebon
David Kovach
Richard Mirabito
Robert Postal
Jeff Reber
Chuck Steininger

WDB Staff Attending

William Berry
Brooke Gessner
Alexa Hann
Jennifer Hopwood
Korrie Lucas
Jamie Mercaldo
Sidney Mistysyn
Erica Mulberger
Patrick O'Connor
Marca O'Hargan
Rachael Ulmer

WDB Members Excused

Sue Auman
Jeff Lowry

LEO Board Members Excused

Steven Dershem
Kenneth Holdren
Stacy Richards

Guests Attending

Lenair Ahlum
Megan Bair
Meghan Beck
Jon DeWald - Solicitor
Marjorie Eby
Melanie Erb
Deb Harpster
Cheryl Johnson
Erica Kastner
Karin Knodel
Dave Nowroski
Katherine Vastine
Gale Zalar
Bob Zimmerman

Call to Order and Welcome

Jamie Aurand, CPWDC Chairperson, called the meeting to order at 10:03 a.m. and confirmed a quorum.

Jamie noted there are two meetings occurring simultaneously; the Workforce Development Board (WDB) quarterly meeting and Local Elected Official (LEO) Board quarterly meeting. He explained each board takes actions from their respective agendas.

Commissioner Dave Kovach, LEO Vice Chairperson, welcomed his fellow Commissioners to the meeting, noting he was standing in for Kenneth Holdren, LEO Chairperson.

Jamie provided a recap of the Annual Meeting of the Members held earlier that morning. During that meeting Jay Alexander, Dean Girton, Lynn Kuhns, Jeff Lowry, Tracie Witter and Dave Zartman were reappointed as WDB directors, each for a three (3) year term. Jamie expressed gratitude to the reappointed members for their continued service.

Invitation for Public Comments

Jamie Aurand opened the floor for public comments. There were none.

PA CareerLink® Operator Update

Cheryl Johnson, representing the PA CareerLink® Operator provided an update on the regional response to build staff and operational capacity and to prepare for reopening PA CareerLink® to the public while continually offering high quality services to businesses and job seekers. Highlights are as follow.

Reopening to the Public

The Operator, Advanced Central PA, Bureau of Workforce Program Operations (BWPO) and Site Administrators remained in constant communication over the last quarter, adapting plans of service to address changing needs and position sites for success in the transition to reopening. Central PA CareerLink® site staff have demonstrated the ability to meet job seeker and businesses needs virtually and in-person by appointment leading up to reopening.

Central PA CareerLink® sites are now open to the public, including for walk-ins. Comprehensive sites opened June 1, 2021 and Affiliates on June 7th.

With the Commonwealth's change in the Unemployment Compensation (UC) platform implemented at the beginning of June, demand for assistance across Central PA CareerLink® sites is high. Cheryl expressed thanks to the PA CareerLink® staff for their extra effort assisting UC customers in person and over the phone.

UC Outreach Project

Also in the last quarter, PA CareerLink® staff participated in the UC Outreach project directed by the PA Department of Labor & Industry (L&I.) Staff conducted outreach to hundreds of UC Claimants to ensure they are aware of available services. This generated referrals to multiple programs and will assist in creating a larger pool of talent to meet employer needs and fill open jobs.

Fiscal Year 2022 (FY 22) Budget Presentation

Brooke Gessner, Advance Central PA Finance Manager, provided a detailed presentation of the proposed FY22 Budget.

Brooke explained the three goals in which the proposed budget is grounded: planning for the future to operate beyond the current FY while maximizing resources for direct service delivery now, maintaining current operations while allowing flexibility to adjust the budget based on changing service delivery needs,

and budgeting to comply with state requirements including that 30% of funds received (less 10% administrative funds) be spent on training.

She began the presentation by explaining how Workforce Innovation and Opportunity Act (WIOA) funds are allocated to the local WDBs. She showed the change in allocations at the federal, state, and local levels in addition to showing Advance Central PA's funding for other core programs, including Department of Human Services EARN and TANF Youth Development funding as well as competitive grants. Brooke presented Advance Central PA's Operating, Central Region, and Resource Sharing Agreement Budget (RSAB) proposals providing explanatory detail and invited members to follow along with the line item detail sent in advance of the meeting and included in the meeting packets.

Highlights include that Advance Central PA received increased allocations for Adult and Youth, but a significant decrease to Dislocated Worker funding. The total change overall is an increase of approximately \$83,000 or 1.95%. Competitive grants have decreased by over \$1.65 million going into FY22 due to a number of grants ending June 30th. Throughout the year, Advance Central PA staff will seek opportunities to apply for additional grants. Overall, from FY21 to FY22, there is a 7.09% decrease in revenue, or approximately \$1 million.

A comparison of FY19 through FY22 for the Resource Sharing Agreement Budget shows a 5% decrease in the proposed budget from FY21, as Advanced Central PA can lessen COVID-19 related expenditures for security and personal protective equipment (PPE); the budget maintains line items to support pandemic related costs necessary to ensure a safe and secure environment for staff and customers.

Brooke walked members through an in-depth review of the training budgets and endeavors to ensure compliance with the state's 30% training requirement in addition to reviewing the budgets for each subcontractor and regional budget items.

WDB Updates and Action Items

Jamie reminded the WDB members that it was decided at the last meeting the approval of minutes going forward would be part of the Consent Agenda rather than a separate action listed on the Non-Consent Agenda.



Dean Girton made a motion to approve the June 16, 2021 Consent Agenda Action Items. Shelly Foust seconded the motion. The motion was unanimously approved with no abstentions.

Local and Regional Plan Revisions

Erica Mulberger, Advance Central PA Executive Director, provided an update on the status of the Local and Regional Plan. Special meetings of the WDB and LEO Board were held April 14th to review and approve the submission of both plans. Commonwealth staff have reviewed the plans and they provided feedback and comments including recommended revisions. Revisions require approval from the LEO Board and WDB members. Erica reviewed a summary of all draft revisions including general revisions, and those specific to the Regional Plan and Local Plan.

General revisions were technical in nature and included required updates to terminology, appropriately documenting the PA CareerLink® with registration symbol, and identifying Central PA Workforce Development Corporation as the organization's legal name with reference to DBA as Advance Central PA then referring to the DBA name going forward.

Regional Plan revisions include new language describing regional services strategies for apprenticeship and pre-apprenticeship.

Revisions to the Local Plan were more extensive and included correction of typos, updates to align information in multiple questions with the various required attachments, and various clarifications. Additional narrative describes the procurement of the Operator, includes descriptions of services provided by the Office of Vocational Rehabilitation (OVR), explains the role of the Operator, describes plans for

sharing information, implementation plans for career pathways, and strategies to diminish the technology gap.

- ▲ Jim Nemeth made a motion to approve the revisions to the 2021-2024 Central Local Plan as presented on June 16, 2021. Lynn Kuhns seconded the motion. The motion was unanimously approved with no abstentions.
- ▲ Dave Zartman made a motion to approve the revisions to the 2021-2024 Central Regional Plan as presented on June 16, 2021. Jenna Witherite seconded the motion. The motion was unanimously approved with no abstentions.

Audit/Finance Committee

Jim Stopper, Committee Chair, provided the update.

FY22 Budgets

The Committee met June 4, 2021. During the Audit/Finance Committee meeting, members approved Advance Central PA's FY 22 Operating Budget.

- ▲ Jim Stopper made a motion to approve Advance Central PA's Fiscal Year 2022 Operational Budget. Bruce Jones seconded the motion. The motion was unanimously approved with no abstentions.

The Audit/Finance Committee also approved Advance Central PA's FY 22 Central Region Budget.

- ▲ Jim Stopper made a motion to approve Advance Central PA's Fiscal Year 2022 Central Region Budget. Suzanne White seconded the motion. The motion was unanimously approved with no abstentions.

Requests for Proposals (RFP)

Advance Central PA recently released an RFP for the Operator; the Audit/Finance Committee discussed the one proposal received and approved award of the contract to the consortium with lead applicant Tuscarora Intermediate Unit 11.

- ▲ Jim Stopper made a motion to award the FY22 Operator contract to the consortium of lead applicant, Tuscarora Intermediate Unit 11, and consortium members Central Susquehanna Opportunities, Inc., Penn State's Institute for the Study of Adult Literacy, and the Private Industry Council of the Central Corridor for \$25,000 for a one-year contract with the option to extend for up to three additional years. Lynn Kuhns seconded the motion. The motion was unanimously approved with no abstentions.

Advance Central PA also released an RFP for Single Audit services; the state requires contracts to be no more than three years in length, and the previous contract with Young, Oakes, Brown, and Co. ended with the FY20 audit. Two proposals were received and the Audit/Finance Committee recommended awarding the new contract to Young, Oakes, Brown and Co.

- ▲ Jim Stopper made a motion to award the FY21 audit to Young, Oakes, Brown and Co. for \$10,425 with options to extend for two additional years pending approval from the state. Dean Girton seconded the motion. The motion was unanimously approved with no abstentions.

An RFP was released for operation of The Link beginning July 1, 2021; one proposal was received from the current provider, Central Susquehanna Opportunities, Inc. (CSO).



Jim Stopper made a motion to award the FY22 contract for The Link to Central Susquehanna Opportunities, Inc. for \$95,866 for July 1, 2021 through June 30, 2022 with the option to extend for up to three additional years. Tracie Witter seconded the motion. The motion was unanimously approved with no abstentions.

Financial Reports through 3/31/21 and Fiscal Year 21 Budget Update Report

Jim referenced the quarterly financial reports and budget updates in the meeting packets which were sent to members in advance. As discussed at the last quarterly meeting, the reports will not be presented unless there are significant items to note or unless anyone has questions. Jim added that the reports were all reviewed at the last Audit/Finance Committee meeting. He welcomed questions on the reports and there were none.

Jim noted an issue in regard to concern with purchases. Staff are experiencing delays in shipping and availability of purchases intended for this fiscal year. Erica added that with funds set to expire June 30th, if purchases can't be complete, monies will be returned to the state. Lynn Kuhns inquired about the process for purchases and whether the state will allow a purchase even if delivery is delayed until after June end; Erica responded that is not allowable, but that perhaps an exception could be sought as needed.

The Audit/Finance Committee will meet as necessary.

EARN Committee

Ken Chappell, EARN Committee Chair, provided the update and shared that staff provided an email update in lieu of a meeting.

Incentives

The EARN Incentive Policy revisions ratified at the last Board meeting have been retroactively dispersed. For July 2020 through April 2021:

- Eleven (11) participants have received a total of \$1,650 for Credentialing accomplishments
- 251 incentives have been issued to 80 individuals for participation and compliance with activity hours for a total of \$15,540

Ken explained enrollment numbers have surpassed those from the previous program year to date with 217 new enrollments from July 2020 – April 2021 compared to 174 in July 2019 – April 2020.

EARN Manual

Updates to the EARN Manual are anticipated to be released soon for the new program year beginning July 1st. Most notably anticipated is guidance on Extended TANF recipients that will begin entering the Central Region EARN program at higher numbers. These individuals have been accepting TANF benefits for 60 months or more and often have extensive barriers to overcome.

Monitoring

The PA Department of Human Services (DHS) Bureau of Employment Programs is hoping to resume on-site visits for monitoring beginning in July. They will review areas such as Assessment completion, Individual Employment Plan completion, Counselor Visits Placements, and Retention.

The next EARN Committee meeting is August 4, 2021.

Governance Committee

Dean Girton, Governance Committee Chair, provided the update noting the Governance Committee has not met since the last meeting.

Workforce Development Board Membership

Dean recounted that members should have received a survey regarding leadership interest and committee membership from Erica. He encouraged members to give serious consideration to serving in various capacities noting the importance of diverse opinions and talents within the committees. He recommended that members with questions speak with Erica to learn more and requested that all members complete the survey as soon as possible.

Personnel Committee

Jay Alexander, Personnel Committee Chair, presented the update.

Salary Scale Review

The Personnel Committee has not met but will be meeting in the near future to review Advance Central PA's salary scale. The last market comparison was completed by HR Consultants, Inc. in January 2019 and the committee requested an updated analysis. Jay stated its important the Board is well informed in order to be competitive.

Staffing Updates

Like other businesses, Advance Central PA is having difficulty filling vacancies and currently has an open Business Engagement Coordinator position. The position has been vacant since early March with no recent applicants. Jay announced the Office/Board Coordinator position was recently filled by Jen Hopwood and he welcomed Sidney Mistysyn back once again this summer.

The Personnel Committee will meet as necessary during the year.

Policy & Performance Committee

Jim Beamer, Policy & Performance Committee Chair, provided the update.

Monitoring

Jim provided an update on monitoring completed by staff, including review of on-the-job training (OJT) contracts, In-School Youth Monitoring, and monitoring of the Operator which included a survey of partner staff.

He also provided an overview of PA Department of Labor & Industry Bureau of Workforce Development Administration monitoring including a Recertification Review which resulted in corrective action plans required for two findings: (1) a WDB member has a term of appointment less than two years and (2) the 20 percent requirement for workforce representation is met by having two members count twice for each of the sub-sections they fall within. Staff submitted a corrective action plan describing that the term less than two years in length was for a mid-term replacement for another WDB member. BWDA responded that a waiver regarding the term in question would be allowable, but going forward all terms must be a minimum of two years. Staff acknowledged concern regarding the 20 percent requirement and the difficulty in meeting it while also asking BWDA to consider changes to the current state policy on membership which is more stringent than the structure acceptable by USDOL.

Program Year (PY) 20 Adult/Dislocated Worker Exit Reports

Jim presented statistics related to the outcomes for Adult and Dislocated Worker participants exited in the third quarter of PY20 compared to PY19.

CSO has increased the number of total participants exited with employment compared to the third quarter of PY19. Staff are analyzing the difference in the overall number of exits in the current quarter compared

to last program year which may be a result of decreased enrollments overall. For TIU, exits with employment held steady in the year-to-year comparison.

Common Measures- PY2020 3rd Quarter Reports

Jim reviewed these official measures for WIOA Title I Adult, Dislocated Worker, and Youth Programs. Overall, performance in the third quarter showed improvements from the prior quarter. Although Measurable Skills Gain remains the measure furthest from target, significant improvements were seen. The program with the lowest average program score was Youth, but at 93% achieved, they are on track to meet goals for the program year.

The Policy & Performance Committee will meet as needed.

Youth Committee

Suzanne White, Committee Chair, provided the update.

In-School Youth (ISY)

There are 200 active youth, 76 in follow-up, and 43 new enrollments thus far with additional enrollments pending. Suzanne explained the ISY staff and Business Solutions Team (BST) members continue to collaborate on placements for summer paid work experiences. It is anticipated at least 76 youth will be placed in a work experience this summer; 15 have already started.

The BST and ISY teams are also collaborating to schedule employer speakers for Camp STEAM sessions. The first camp kicked off this week and there will be additional camps occurring throughout summer.

The new ISY Outreach Coordinator began on March 22nd and quickly transitioned into her role having provided services for almost 350 students including: conducting mock interviews, facilitating career exploration and assessments, and assisting schools with senior resume events.

Out-of-School Youth (OSY)

There are 81 active young adults being served with an additional 81 receiving follow-up services. In the May, YES to the Future received 37 interest forms. Some individuals did not qualify for OSY services, therefore, they were referred to other PA CareerLink®. Suzanne described this as an excellent example of partnership through referrals and an illustration of a “no wrong door” approach to services in the Central PA CareerLink® network.

Suzanne presented an update on the Advanced Manufacturing Pre-Apprenticeship (AMP) initiative. YES to the Future had five participants graduate from the 10-week credential program at Pennsylvania College of Technology. Three (3) obtained their Certified Manufacturing Associate Certification. A graduation ceremony was held with local businesses invited by the BST, YES to the Future, and Pennsylvania College of Technology allowing the graduates to network and open doors. The next AMP class will begin in Fall. Eligibility is expanded to include TANF recipients, SNAP recipients, and Dislocated Workers in addition to OSY.

Youth Committee Membership

Erica is using the results of the Workforce Development Board Committee interest survey to assign members to the Youth Committee. Once membership is determined, we’ll be reaching out in regard to a meeting date.

LEO Board Action Items

Commissioner Dave Kovach exited the meeting briefly. A quorum of the LEO Board was still present and Commissioner Richard Mirabito stepped in for him directing the LEO Board to their Action Items.



Joe Klebon made a motion to approve the minutes from the March 17, 2021 joint WDB/LEO Board meeting. Robert Postal seconded the motion. The motion was unanimously approved with no abstentions.

- ▲ Joe Klebon made a motion to approve the minutes from the April 14, 2021 LEO Board Special Meeting to Review the Multi-Year Regional and Local Plans. Chuck Steininger seconded the motion. The motion was unanimously approved with no abstentions.
- ▲ Robert Postal made a motion to approve revisions to the 2021-2024 Central Local Plan as presented on June 16, 2021. Chuck Steininger seconded the motion. The motion was unanimously approved with no abstentions.
- ▲ Joe Klebon made a motion to approve revisions to the 2021-2024 Central Regional Plan as presented on June 16, 2021. Robert Postal seconded the motion. The motion was unanimously approved with no abstentions

Executive Directors Update

Erica Mulberger, Advance Central PA Executive Director, presented the update.

HPO List

Each year, the state compiles a high priority occupation (HPO) list of occupations. Occupations with at least 45 annual openings and salary of approximately \$35,600 or more are included. Erica explained the need for a robust HPO list relative to jobs available in the region as well as the need for training noting that ITA funds are limited to occupations that are on the list. Local WDBs can submit a petition to include additional occupations important to the region.

Advance Central PA, is requesting that 5 occupations present on the current year HPO list but removed for the upcoming year, be added back in. Staff reviewed the data shared by the state to evaluate each occupation and reviewed which trainings are being requested by job seekers that align with employer feedback. The occupations include: General and Operations Managers; Child, Family, and School Social Workers; Supervisors- Housekeeping and Janitorial Workers; Plumbers, Pipefitters, and Steamfitters; Packaging & Filling machine Operators/Tenders.

Commissioner Mirabito inquired as to how businesses can gain access to necessary training for positions on the HPO list. Erica advised businesses can contact the PA CareerLink® regarding training needs. In addition, OJT is not tied to the HPO list and can be a solution for businesses when their applicants don't have all the required qualifications for a position but could be trained. Commissioner Postal commented his support of work like this will can result in benefits to local businesses, including manufacturers.

Survey

Members discussed workforce shortages across the nation and in Central PA. Staff are developing a survey to gather local data and answers on why individuals are not seeking employment. To try to boost the response rate, an incentive will be offered to the first respondents (number to be determined) along with entry for a drawing for a larger incentive. Staff will work with peers and partners to help distribute the survey.

The consensus among members is there are diverse reasons for individuals not returning to the workforce after the pandemic. Issues such as early retirement, lack of child care for both preschool age and school age children, quality of life, and unemployment compensation were all discussed. Erica will ensure the WDB, LEO Board, and partners are apprised of outcome results and then collaborate on solutions.

Grant Portfolio

Erica explained Advance Central PA and other WDBs across the state received small State Local Internship Program (SLIP) grants in the amount of \$35,000. The previous competitive grant awarded to Advance Central Pa was over \$300,000. Staff are supporting nine (9) businesses and interns with the funds available; awards were made on a first come first serve basis based on inquiries.

Labor Market Info

Erica referred to the plethora of data available in the meeting packet and on www.AdvanceCentralPA.org. She welcomed questions advising members that William Berry, Advance Central PA Research Analyst, and labor market information expert is available to review data and respond to questions at any time.

Recovery Friendly Workplace Training

Friday June 25, 2021, Advance Central PA is partnering with Nick Szubiak, Principal NSI Strategies and Nicole M. Ippolito, attorney with McNerney, Page, Vanderlin & Hall to bring an engaging, informative seminar about the neuroscience of addiction to business leaders. Erica encouraged members to attend. Members discussed the importance of training like this and Commissioner Mirabito specifically commented about the value of understanding the science behind addiction and the potential impact to the workplace.

Reboot – Videos

Staff is working on production of videos to promote Reboot, Advance Central PA's workforce program dedicated to serving individuals with opioid use disorder. Videos will be used to try to encourage people in recovery to seek workforce services.

Open Discussion

Dave Kovach requested a technical edit to the minutes from the April 14th Special Meeting to Review the Multi-Year Regional and Local Plans; in the attendance section, there is a typo listing his county incorrectly.

Members discussed the importance of recognizing the value of hybrid meetings moving forward. Some members suggested it would be wise of Advance Central PA to consider models where some may want to meet in person while others will choose to remain participants via technology saving them time and still allowing for active engagement.

Date of Next Meetings

Jamie and Dave announced the upcoming meetings as follows:

- Executive Committee- August 13th from 10:00 a.m. – 12:00 p.m.
- LEO Board Meeting- September from 9:00 a.m. – 9:30 a.m.
- WDB/LEO Quarterly Meeting- September 15th from 10:00 a.m. – 12:00 p.m.

Adjournment

With no further business to attend to, Dave then Jamie adjourned the LEO Board and WDB meetings at 11:37 a.m. wishing everyone well.

Respectfully submitted,



Korrie Lucas
Assistant Director

Workforce Development Board Consent Agenda Action Items September 15, 2021

1. Motion to approve the minutes from the June 16, 2021 joint WDB/LEO Board meeting.

Executive Committee • Jamie Aurand, Chair

The following motions were unanimously approved by a quorum of the Executive Committee members participating in a hybrid in-person/teleconference August 13, 2021. There were no abstentions.

2. Motion to approve the Advance Central PA Salary Scale effective August 1, 2021 using P50 midpoints for all positions as presented by HR Consultants.
3. Motion to approve staff salary adjustments effective with pay period beginning August 6, 2021.
4. Motion to approve the Advance Central PA Remote Work Policy.
5. Motion to extend the current Title I In-School Youth and TANF Youth Development contract with Central Susquehanna Opportunities, Inc. from October 1, 2021 through December 31, 2021 with funding to be negotiated by Advance Central PA.

Workforce Development Board Non-Consent Agenda Action Items September 15, 2021

1. Motion to approve the September 15, 2021 Consent Agenda Action Items.

Motion:

Second:

Audit/Finance Committee • Jim Stopper, Chair

The Audit/Finance Committee will meet as necessary.

EARN Committee • Kenneth Chappell, Chair

ACTION NEEDED

- Approval of EARN contract award.

The EARN Committee is scheduled to meet November 3, 2021.

Governance Committee • Dean Girton, Chair

The Governance Committee will meet as necessary.

Personnel Committee • Jay Alexander, Chair

The Personnel Committee unanimously approved the following motion via email on August 30, 2021.

1. Motion to renew the Geisinger Health Solutions Direct HMO with a \$500 deductible and 80/20 coinsurance plan effective for the November 1, 2021 with no increases to the employee contribution.

Motion:

Second:

The Personnel Committee will meet as necessary.

Policy and Performance Committee • Jim Beamer, Chair

The Policy & Performance Committee will meet as necessary.

Youth Committee • Suzanne White, Chair

The Youth Committee will meet as necessary.

Advance Central PA
 FY 21 Contract Expense and Obligation Report
 From 7/1/2020 Through 6/30/2021

Contract Period	Contract Title	Available Funds	Total Expended	Obligated Funds ¹	% of Total Oblig. and Exp.	Unoblig. Amount
10/19 - 06/21	PY19 2nd Inc. WIOA Adult	720,819	720,819	0	100.00%	0
10/19 - 06/21	PY19 DW Transfer to Adult	798,438	798,438	0	100.00%	0
07/20 - 06/22	PY20 1st Inc. WIOA Adult	178,136	93,832	66,420	89.96%	17,884
10/20 - 06/22	PY20 2nd Inc. WIOA Adult	888,907	0	0	0.00%	888,907
	Adult Programs	2,586,300	1,613,089	66,420	64.94%	906,791
10/19 - 06/21	PY19 2nd Inc. WIOA DW	299,842	299,842	0	100.00%	0
07/20 - 06/22	PY20 1st Inc. WIOA DW	331,967	331,967	0	100.00%	0
10/20 - 06/22	PY20 2nd Inc. WIOA DW	1,496,028	194,365	132,244	21.83%	1,169,419
07/18 - 06/21	Opioid Grant	561,146	482,770	69,572	98.43%	8,804
	Dislocated Worker Programs	2,688,983	1,308,944	201,816	56.18%	1,178,223
10/18 - 06/21	PY18 Rapid Response	79,542	79,542	0	100.00%	0
10/18 - 06/21	PY18 Rapid Response	285,502	285,502	0	100.00%	0
10/18 - 06/21	PY18 Rapid Response	97,793	97,793	0	100.00%	0
10/20 - 06/22	PY20 Rapid Response	25,000	0	0	0.00%	25,000
	Rapid Response Programs	487,837	462,837	0	94.88%	25,000
04/19 - 06/21	PY19 WIOA Youth	822,926	822,926	0	100.00%	0
04/20 - 06/22	PY20 WIOA Youth	1,363,796	628,543	452,912	79.30%	282,341
04/20 - 06/23	PY21 WIOA Youth	1,596,433	0	0	0.00%	1,596,433
07/19 - 06/21	PY19 TANF Youth	463,652	463,652	0	100.00%	0
07/20 - 06/21	PY20 TANF Youth	669,810	160,148	256,371	62.18%	253,291
02/20 - 11/20	PY19 SLIP	138,884	110,323	0	79.44%	28,561
02/20 - 06/21	PY20 SLIP	10,000	10,000	0	100.00%	0
02/21 - 09/21	PY20 SLIP	20,000	5,561	14,328	99.45%	111
01/19 - 03/21	PY18 Business & Education Partnership	92,404	92,404	0	100.00%	0
01/20 - 06/22	PY19 Business & Education Partnership	120,871	41,238	0	34.12%	79,633
04/19 - 04/21	Teacher in the Workplace PY18	3,664	3,664	0	100.00%	0
01/20 - 04/21	Teacher in the Workplace PY18	34,595	34,595	0	100.00%	0
	Youth Programs	5,337,035	2,373,054	723,611	58.02%	2,240,370
07/20 - 06/21	EARN	2,720,377	1,514,430	333,590	67.93%	872,357
	Welfare Programs	2,720,377	1,514,430	333,590	67.93%	872,357
01/19 - 06/21	Next Gen 18 - Adv. Man.	96,404	30,308	0	31.44%	66,096
01/19 - 06/21	Next Gen 18 - Healthcare	66,845	1,304	0	1.95%	65,541
02/20 - 06/21	Next Gen 19 - Adv. Man.	233,800	228	0	0.10%	233,572
02/20 - 06/21	Next Gen 19 - Healthcare	250,000	2,360	0	0.94%	247,640
NA	IP Sustainability Fund	337,248	0	0	0.00%	337,248
	Industry Partnerships	984,297	34,200	0	3.47%	950,097
11/16 - 06/21	Apprenticeship Expansion	17,883	17,783	0	99.44%	100
04/18 - 12/20	PY17 Strategic Innovation	90,676	90,676	0	100.00%	0
03/20 - 06/21	PASmart CNC Apprenticeship	250,000	4,195	0	1.68%	245,805
	Reemployment Services	358,559	108,459	0	30.25%	250,100
NA	Research Department	108,611	57,741	0	53.16%	50,870
NA	Gold Standard	64,671	0	945	1.46%	63,726
NA	Highmark Initiative	777	0	0	0.00%	777
NA	Engage	22,203	18,285	0	82.35%	3,918
NA	Foundation - Path to Careers	4,996	4,996	0	100.00%	0
09/20 - 12/20	CARES Act - Union County	15,000	15,000	0	100.00%	0
09/20 - 12/20	CARES Act - Montour County	5,000	5,000	0	100.00%	0
09/20 - 12/20	CARES Act - Clinton County	10,000	10,000	0	100.00%	0
09/20 - 12/20	CARES Act - Lycoming County	10,000	10,000	0	100.00%	0
09/20 - 12/20	CARES Act - Snyder County	3,142	3,142	0	100.00%	0
09/20 - 12/20	CARES Act - Northumberland County	7,739	7,739	0	100.00%	0
05/20 - 06/22	COVID-19 PACL	156,066	6,682	0	4.28%	149,384
10/20 - 09/23	ARC Reboot	1,018,500	9,314	518,500	51.82%	490,686
01/21 - 06/21	Statewide Funds	51,137	40,468	0	79.14%	10,669
04/20 - 09/20	Trade OJT	5,705	5,705	0	100.00%	0
04/20 - 06/21	Trade OJT	23,924	23,924	0	100.00%	0
	Other Programs	1,507,471	217,996	519,445	48.92%	770,030
	Grand Total	16,670,859	7,633,009	1,844,882	56.85%	7,192,968

Notes:

1 Obligated funds include the funds unexpended but obligated for the FY 21 subcontractor, training, and Resource Sharing Agreement budgets.

Advance Central PA
Operating Budget to Actual Comparison
From 7/1/2020 Through 6/30/2021

	Total Budget - Original	YTD Actual Expense	Total Budget Variance - Original	Percent Total Budget Expended *
Operational Expenses				
Salaries And Benefits	884,050	787,384	96,666.29	89.07%
Staff Travel & Development	27,120	5,205	21,914.77	19.19%
Board Expenses	6,901	3,746	3,155.00	54.28%
General Office Supplies	6,066	3,850	2,216.34	63.46%
Leases - Copiers/Equipment	2,500	643	1,857.07	25.72%
Outreach	2,450	1,606	843.98	65.55%
Subscriptions	15,843	16,109	(266.37)	101.68%
Memberships	8,405	8,498	(93.24)	101.11%
Vehicles	4,800	2,574	2,226.29	53.62%
Equipment And Furnishings	8,067	8,811	(743.59)	109.22%
Professional Fees	16,440	12,571	3,868.71	76.47%
Business Services	43,300	25,396	17,904.33	58.65%
Computer Services	24,527	17,736	6,790.69	72.31%
Facility Costs	81,605	70,966	10,638.67	86.96%
Total Operational Expenses	1,132,074.00	965,095.06	166,978.94	85.25%
Total Expenditures	1,132,074.00	965,095.06	166,978.94	85.25%

Notes:

* Anticipated expenditure rate of 100%.

Advance Central PA
 FY21 Consolidated RSAB Budget to Actual Comparison
 From 7/1/2020 Through 6/30/2021

	Total Budget - Original	Current Year Actual	Total Budget Variance -	Percent Total Budget	Percent Total Budget
REVENUE:					
WIOA Adult	191,264	139,192	52,072	72.77%	27.23%
WIOA Dislocated	191,264	139,192	52,072	72.77%	27.23%
WIOA In School Youth ¹	12,374	12,374	-	100.00%	0.00%
WIOA Out of School	95,811	66,697	29,114	69.61%	30.39%
EARN	151,729	116,814	34,915	76.99%	23.01%
CPWDC Total: ²	642,442	474,269	168,173	73.82%	26.18%
WAGNER PEYSER	336,313	235,184	101,129	69.93%	30.07%
WP REGIONAL	14,289	11,099	3,190	77.68%	22.32%
VETS	77,779	54,505	23,274	70.08%	29.92%
RAPID RESPONSE	2,404	1,485	919	61.77%	38.23%
OVR	97,890	66,440	31,450	67.87%	32.13%
STAFF	14,289	11,099	3,190	77.68%	22.32%
DEVELOPMENT					
OVERSIGHT	14,289	11,099	3,190	77.68%	22.32%
TRADE	15,747	10,790	4,957	68.52%	31.48%
FOREIGN LABOR CERT.	1,850	1,217	633	65.78%	34.22%
State Partner Total:	574,850	402,918	171,932	70.09%	29.91%
Total REVENUE	1,217,292	877,187	340,105	72.06%	27.94%
EXPENSES:					
PERSONNEL					
Total PERSONNEL	453,007	422,948	30,058.82	93.36%	6.64%
FACILITY					
Total FACILITY	680,256	556,056	124,200.29	81.74%	18.26%
OPERATIONAL ³					
Total OPERATIONAL	400,327	239,738	160,589	59.89%	40.11%
USAGE FEE (Non-Partner Renters)					
Total USAGE FEE	(341,555)	(341,555)	0	100.00%	0.00%
TOTAL EXPENDITURES	1,192,035	877,187	314,848	73.59%	26.41%

NOTE: Revenue amounts show details by RSAB partner. The expenses are listed by category. Monthly, the expenses are allocated to all partners and then the revenues are collected. Therefore revenues and expenditures should be equal.

* Anticipated expenditure rate of 100%.

1 WIOA In-School Youth was charged to the RSAB for the 1st quarter only while the WIOA youth staff were not in the local schools.

2 CPWDC is responsible for approximately 54% of the total shared PA CareerLink[®] operating costs compared to 46% paid by other required PA CareerLink[®] partners.

Advance Central PA
 Subcontractor Budget and Actual Comparison
 From 7/1/2020 Through 6/30/2021

Tuscarora Intermediate Unit 11(TIU)

	Total Budget - Original	Current Year Actual	Total Budget Variance - Original	Percent Total Budget Expended ¹	Percent Total Budget Remaining
OPERATIONAL EXPENSES ²					
Adult Pool	627,861	612,574	15,287	97.57%	2.43%
Dislocated Worker Pool	282,638	154,095	128,543	54.52%	45.48%
OS Youth Pool ³	121,059	104,951	16,108	86.69%	13.31%
TANF	30,000	25,841	4,159	86.14%	13.86%
Engage	17,792	17,792	-	100.00%	0.00%
Rapid Response	153,188	153,188	0	100.00%	0.00%
Opioid	90,079	90,079	-	100.00%	0.00%
EARN Pool ³	100,000	85,777	14,223	85.78%	14.22%
Total OPERATIONAL EXPENSES	1,422,617	1,244,297	178,320	87.47%	12.53%
DIRECT CUSTOMER SERVICES ⁴					
Adult Pool	1,422	822	600	57.81%	42.19%
Dislocated Worker Pool	948	162	786	17.09%	82.91%
Total DIRECT CUSTOMER SERVICES	1,422	822	600	57.81%	42.19%
TOTAL EXPENDITURES	1,424,039	1,245,119	178,920	87.44%	12.56%

Central Susquehanna Opportunities, Inc. (CSO)

	Total Budget - Original	Current Year Actual	Total Budget Variance - Original	Percent Total Budget Expended ¹	Percent Total Budget Remaining
OPERATIONAL EXPENSES ²					
Adult Pool	468,446	430,228	38,218	91.84%	8.16%
IS Youth Pool	287,712	287,683	29	99.99%	0.01%
Business and Education 19	21,171	8,618	12,553	40.71%	59.29%
Business and Education 20	6,731	6,731	-	100.00%	0.00%
TANF Youth	413,166	244,522	168,644	59.18%	40.82%
Dislocated Worker Pool	416,266	399,954	16,312	96.08%	3.92%
Rapid Response ⁵	254,327	254,327	(0)	100.00%	0.00%
Opioid	102,303	102,303	-	100.00%	0.00%
EARN Pool	1,067,127	996,908	70,219	93.42%	6.58%
Total OPERATIONAL EXPENSES	3,037,249	2,731,275	305,975	89.93%	10.07%

	Total Budget - Original	Current Year Actual	Total Budget Variance - Original	Percent Total Budget Expended ¹	Percent Total Budget Remaining
DIRECT CUSTOMER SERVICES ⁴					
Adult Pool	10,000	7,408	2,592	74.08%	25.92%
IS Youth Pool	202,510	31,411	171,099	15.51%	84.49%
TANF Youth	158,090	80,724	77,366	51.06%	48.94%
Dislocated Worker Pool	6,302	3,138	3,164	49.79%	50.21%
Rapid Response	1,698	1,417	281	83.45%	16.55%
Opioid	18,983	18,983	-	100.00%	0.00%
EARN Pool	34,670	34,670	-	100.00%	0.00%
Total DIRECT CUSTOMER SERVICES	432,253	177,751	254,502	41.12%	58.88%
TOTAL EXPENDITURES	3,469,502	2,909,026	560,477	83.85%	16.15%

Central Susquehanna Intermediate Unit

	Total Budget - Original	Current Year Actual	Total Budget Variance - Original	Percent Total Budget Expended	Percent Total Budget Remaining
OPERATIONAL EXPENSES ²					
TANF Youth	97,300	97,300	-	100.00%	0.00%
Bus Ed Partnership 19	37,093	37,093	-	100.00%	0.00%
Teacher in the Workplace	30,656	30,656	0	100.00%	0.00%
OS Youth Pool	741,778	687,640	54,138	92.70%	7.30%
Total OPERATIONAL EXPENSES	906,827	852,689	54,138	94.03%	5.97%
DIRECT CUSTOMER SERVICES ⁴					
TANF Youth	35,996	29,794	6,202	82.77%	17.23%
OS Youth Pool	298,335	51,610	246,725	17.30%	82.70%
Total DIRECT CUSTOMER SERVICES	334,331	81,404	252,927	24.35%	75.65%
TOTAL EXPENDITURES	1,241,158	934,093	307,065	75.26%	24.74%

NOTES:

1 Anticipated expenditure rate of 100% for operating expenses.

2 Operational expenses include personnel, facilities, and operating expenses for the subcontractors.

3 These budgets are for TIU's Business Services contract in which TIU assists with placements of program participants and helps employers find talent from all PA CareerLink® programs.

4 Direct customer services include wages and benefits for participants in paid work experience and support services like transportation, clothing, and clearances.

5 CSO Rapid Response budget includes The Link.

FY22 CONSOLIDATED TRAINING CONTRACT OBLIGATIONS
As of 9/1/2021

Fund Source	Budget	Encumbrance	Actual	Total Obligation	Budget Available for Encumbrance	Number of Participants	Percentage of Total Budget Obligated
INDIVIDUAL TRAINING ACCOUNTS (ITAs)						FY22 ITA	
Adult	\$73,090	\$8,217	\$3,884	\$12,101	\$60,989	5	16.56%
Adult POS	\$73,090	\$58,365	\$10,196	\$68,561	\$4,529	18	93.80%
Dislocated Worker	\$100,373	\$31,883	\$18,907	\$50,790	\$49,584	14	50.60%
TOTAL ITA	\$246,553	\$98,465	\$32,987	\$131,452	\$115,101	37	53.32%

ON THE JOB TRAININGS (OJTs)						FY22 OJT	
Adult	\$48,727	\$3,053	\$1,238	\$4,290	\$44,437	1	8.80%
Adult POS	\$48,727	\$19,464	\$3,697	\$23,161	\$25,566	4	47.53%
Dislocated Worker	\$66,916	\$16,415	\$4,020	\$20,434	\$46,482	3	30.54%
Out of School Youth	\$79,822	\$8,119	\$4,643	\$12,762	\$67,060	4	15.99%
TOTAL OJT	\$244,191	\$47,050	\$13,597	\$60,646	\$183,544	12	24.84%
TOTAL ITA/OJT	\$490,744	\$145,515	\$46,584	\$192,098	\$298,646	49	39.14%

INCUMBENT WORKER TRAINING						Number of Participants	Percentage of Total Budget Obligated
Fund Source	Budget	Encumbrance	Actual	Total Obligation	Budget Available for Encumbrance		
Adult	\$0	\$0	\$0	\$0	\$0	0	0%
Total	\$0	\$0	\$0	\$0	\$0	0	0%

FY21 Central Region Budget Updates As of September 15, 2021

The Central Region has increased revenues of \$337,590 from the budget presented at the June 16, 2021 meeting for a revised available revenue total of \$4,162,059. Adjustments include updates from carryover estimates to actual amounts and the receipt of additional Rapid Response and Statewide Activities funds requested by Advance Central PA.

CPWDC's available funding for operations decreased by \$1,842 due to the carryover adjustments.

The training budget increased by \$175,825 due to an adjustment of the carryover and adjustments to the EARN budget.

CSO's budget decreased slightly and the Other Service Delivery budget increased as funds were adjusted between funding sources and moved from CSO to Other Service Delivery.

The Regional Budget increased by \$156,781 due to the carryover adjustments, changes in the EARN budget, and the addition of the Statewide Activities grant to purchase new technology equipment and furnishings for the sites.

The unallocated amounts decreased by \$26,020 due to the changes made above.

Note: Additional financial details can be found on the back of this page.

**Advance Central PA
FY 22 Central Region Budget Updates
As of September 15, 2021**

Following is the net change to the FY22 Revenues that were presented on June 16, 2021. Changes include the updated carryover from estimated to actual, the addition of a \$100,000 Rapid Response request, and \$217,392 in statewide activities funds for new technology and PA CareerLink®

Total Revenues presented 6/16/21	\$ 13,824,469
Adjustments:	
Adult	(93,831)
Dislocated Worker	107,177
Youth	(96,701)
TANF Youth	(40,308)
Rapid Response	100,000
Gold Standard	1,671
Statewide Activities	217,392
Industry Partner Sustainability	13,950
PA Smart	151,178
Next Gen Healthcare 2019	41
Next Gen Adv. Manufacturing 2019	(27,900)
Next Gen Healthcare 2020	772
Next Gen Adv. Manufacturing 2020	(360)
NDWG COVID	4,384
SLIP	(5,561)
ARC	5,686
Net Increase	337,590
Revised Available Revenues	<u><u>\$ 14,162,059</u></u>

Below is a summary of adjustments to the FY22 expense budgets along with explanations for the changes. The budgets represent all funding sources.

Total Budget presented 6/16/21	\$ 13,824,469
Net Increase in Allocated Funds	363,608
Net Decrease in Unallocated Funds	(26,020)
Revised Total Budget	<u><u>\$ 14,162,057</u></u>

Advance Central PA's available budget had a slight decrease due to adjusted carryover amounts.

Advance Central PA Budget presented 6/16/21	\$ 1,229,510
Adjustments:	
Net Decrease	(1,842)
Revised Advance Central PA Budget	<u><u>\$ 1,227,668</u></u>

The Training Budget increased due to an adjustment of the carryover and adjustments to the EARN budget.

Training Budget presented 6/16/21	\$ 1,586,672
Net Increase	175,825
Revised Training Budget	<u><u>\$ 1,762,497</u></u>

CSO's budget decreased slightly as funds were adjusted between funding sources and funds were moved to Other Funding Sources.

	CSO	TIU	CSIU	Other
Service Delivery Budgets presented 6/16/21	\$ 2,081,245	\$ 1,458,872	\$ 930,315	\$ 2,590,231
Net Increase/Decrease	(5,584)	-	-	38,428
Revised Service Delivery Budgets	<u><u>\$ 2,075,661</u></u>	<u><u>\$ 1,458,872</u></u>	<u><u>\$ 930,315</u></u>	<u><u>\$ 2,628,659</u></u>

The Regional Budget increased due to the carryover adjustments, changes in the EARN budget, and the additional of the Statewide Activities grant.

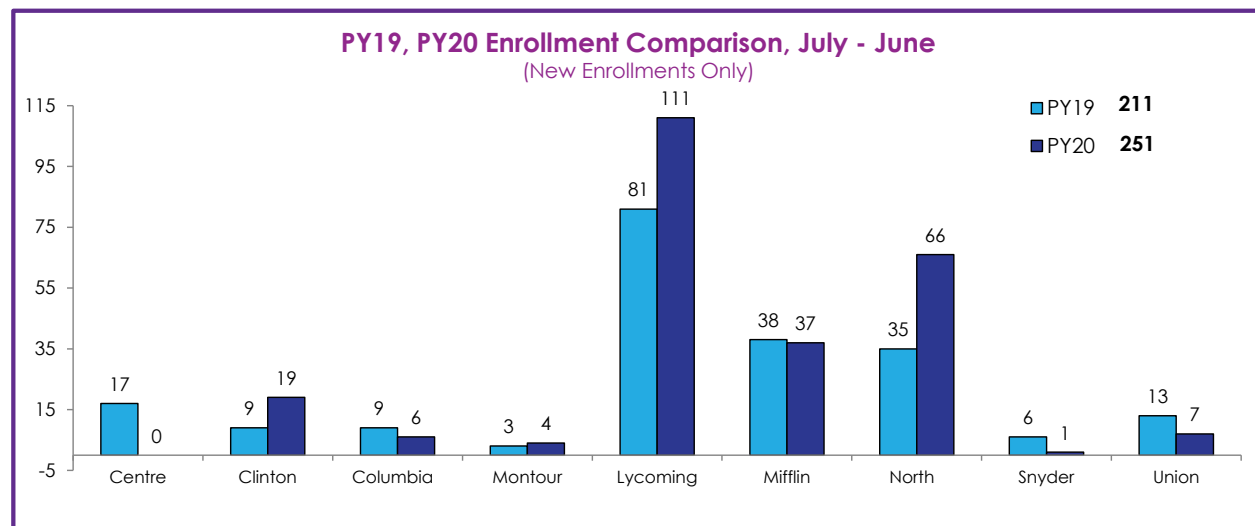
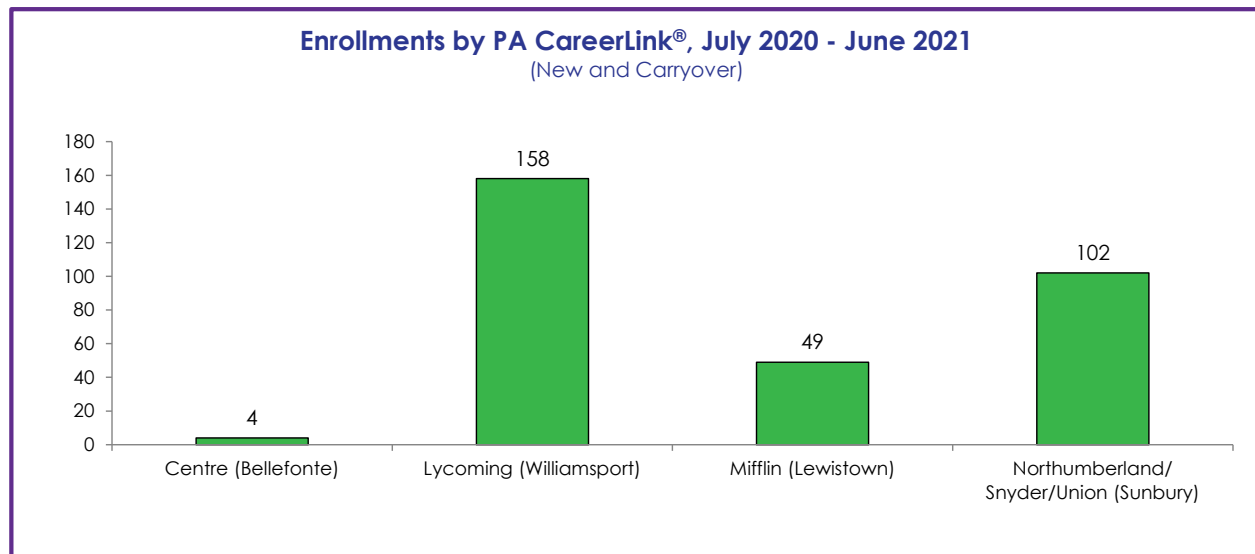
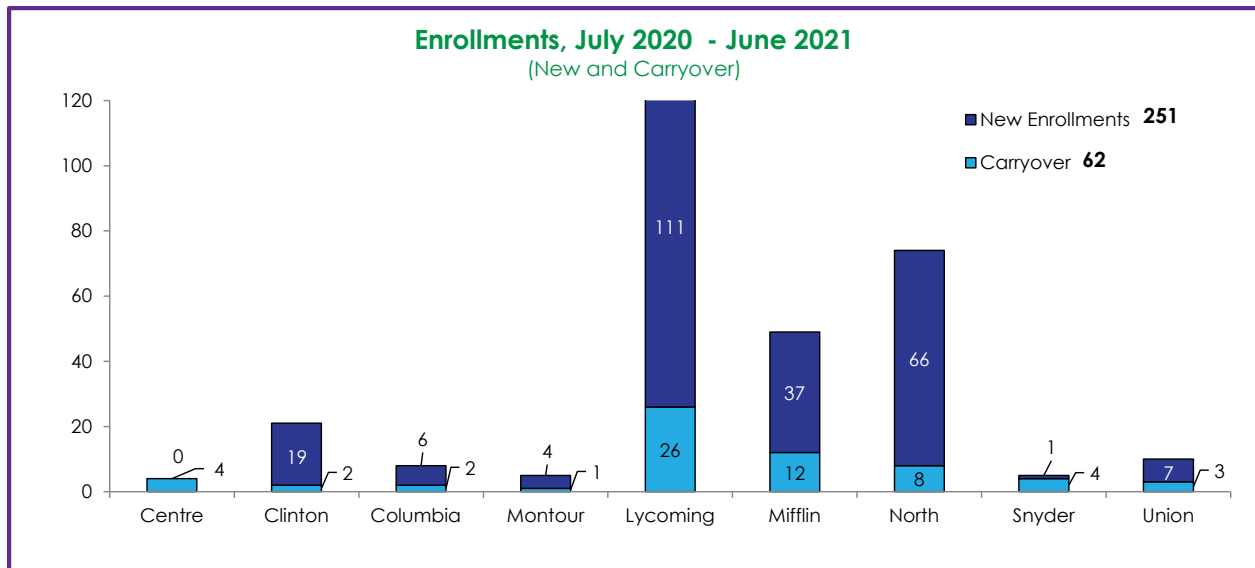
Regional and Other Budget presented 6/16/21	\$ 327,195
Net Increase	156,781
Revised Regional and Other Budget	<u><u>\$ 483,976</u></u>

The unallocated amounts were adjusted to reflect the adjustments previously mentioned.

Unallocated Budget presented 6/16/21	\$ 2,367,020
Net Decrease	(26,020)
Revised Unallocated Budget	<u><u>\$ 2,341,000</u></u>

EARN PY2020-2021 Enrollment Report

251 New Enrollments for July 2020 to June 2021





Program Year 2020 Year Review

VIRTUAL AND IN-PERSON ACTIVITIES

EARN offers multiple activities, both remote and in-person, to allow participants the ability to customize their activities based on interests, needs, and hour requirements.

- **EARN Google Classroom** provides a platform for staff to post lessons, community resources, announcements, and other information. Over 20 hours of lessons are posted each week and include videos, assessments, quizzes, and articles. This platform allows for interactive, flexible learning. Participants can comment on lessons, ask questions, or provide feedback. Instructors have a library of over 85 lessons in both English and Spanish.
- **EARN sessions** include weekly LIVE group Zoom calls, one-on-one meetings, job club, job development appointments, credential programs, weekly Zoom Wellness Sessions, one-on-one Wellness Coach, PSU nutrition program, BB&T Financial Literacy
- **EARN Activities** continue, such as ESL, Adult Education, Paid Work Experience, Community Service, etc.
- **Printed Packets** are provided (and delivered!) to participants who do not have internet access or prefer paper material
- **PA CareerLink® offers workshops** in-person, virtually, and recorded. Recruitments and other events are also available.
- **Orientation** is available in-person or virtually.

New Incentives Bring Lots of Smiles



Family gift baskets are being distributed to participants who complete their monthly hours. Baskets promote family engaging activities and include themes such as "A Day at the Park", "Going on a Picnic", "Backyard Fun", "Meal Prep". Retention participants receive monthly Walmart gift cards.

"The incentives in the EARN program have been a real highlight to us, as many times, they are unexpected and a fun surprise for our family, especially when we are getting back on our feet and hit some bumps in the road along the way." - Lycoming participant

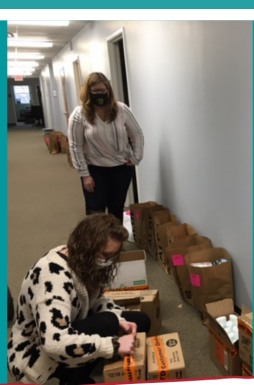


**Participants receive their
"A Day at the Pool"
gift bag**

EARN PROVIDES THE TOOLS AND SUPPORT TO HELP PARTICIPANTS SUCCEED!

The EARN team assists participants with identifying their **career interests**, enrolling in **training programs**, and connecting to **career opportunities**.

- Case Management Services to resolve barriers, address family needs, and goal setting
- Career Exploration and Job Readiness Skills
- Job Development- referrals to career opportunities, connection to local employers, mock interviews, and resume assistance
- Wellness Coach Services- mental health, stress management, referrals for services
- Coordination with local resources
- Supportive Services (transportation, work clothing, driving lessons, etc)



EARN DIAPER DASH

Over
40
EARN families
received care
packages filled
with diapers
and personal
hygiene
products.



Over 3,000 donated diapers



RESOURCES BEYOND EARN

Staff assist participants with resources beyond career readiness. Some recent examples include:

- Children's clothes and books due to a mold problem
- YMCA memberships, youth athletic program information
- Furniture for a new apartment
- Emergency rental assistance
- Dumpster for hoarding issue
- Personal hygiene products
- Protection From Abuse Orders
- AND MORE!!!



EARN implements a **two-generational approach**, providing services and activities for participants and their families.

CONNECTING TO THE COMMUNITY

EARN staff work closely with the ELRC, Community Action Agencies, United Way, County Coalitions, Legal Services, Children and Youth, Local Churches, DIG, and other community agencies to provide many resources for our participants



FROSTY PARTY

Our **annual holiday event** for participants and their family was held virtually this year and featured a visit from Frosty the Snowman. Families participated in a scavenger hunt, a snowman story, and songs

FROM REFUGEE TO THE AMERICAN DREAM

"We decide to come here, because all the situation of our communist country is going through and because USA is a safer place to live, when we just got here in 2019 we had nothing in our hands, but it was more than what we had in our country because we found our freedom here, so we made ourselves stronger because we wanted to move forward and have a better future for our kids, we received a lot of help from different wonderful programs like "thrive international" "family promise" "journey house" and "careerlink, specially Ira" and through all these programs we learned how to speak English, how build our credit, how to drive and basically how everything works here in United States of America, now we found work, and we are starting to see the light at end of the path thanks to all the motivation and hard work from us and all the beautiful people who helped us." -Lycoming participant





Wellness Services

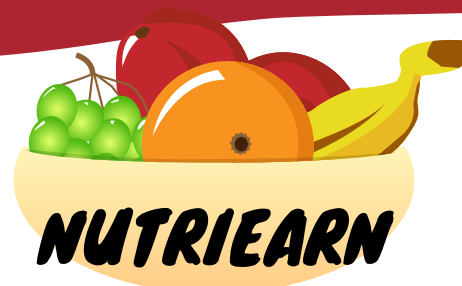


REBECCA ROMANIC
LICENSED SOCIAL WORKER

Wellness Coach

"Rebecca (Wellness Coach) helps me get off of my own back when I have the weight of the world on my shoulders. She is someone that points out a positive in my sea of self doubt and criticism and makes me realize that I need to see more positives. Rebecca is helping me with goal setting and understanding that setbacks aren't failures but smaller steps on the way to a bigger goal." -Northumberland Participant

- **Domestic Violence Situations**- real time; immediate help provided
- Individualized Education Plan (**IEP**) Advocate
- Hoarding issue- obtained a donated dumpster for trash removal
- **LGBTQ+ Community** discussions with parent and child
- Worked with parents to create plans to address children's **behavioral issues**
- Assisted participants dealing with **anxiety** and **depression** to identify helpful coping skills
- Supported participants through **custody issues**
- Connected participants and their children with **mental health services**
- **Coordinated services** with multiple partner agencies
- **Parenting skills**, assuring child safety, and coordinating with local Children and Youth.



Weekly participant-led group sessions focusing on healthy living (nutrition, exercise, self-care). The group inspires each other by discussing local events, recipes, and healthy food alternatives.

WEEKLY WELLNESS

A weekly group session where discussion is focused on mental health topics such as anxiety, self-care, grieving, co-parenting, communication, and change.

INDIVIDUAL SESSIONS

Each participant meets with the Wellness Coach once enrolled into the EARN program. Participants complete an initial assessment and receive counseling and other wellness services based on need.



Jasmine leads the NutriEARN group meetings and recently participated in the "Walk Across America" event.



And the Winner is...



2021 GOVERNOR'S ACHIEVEMENT AWARD WINNER

Amy Westley

Amy has a background full of challenges including a 5-year struggle with substance-use disorder, domestic violence, and a criminal record. But her background is also filled with successes; she has reached her sobriety goals, removed herself from a domestic violence situation, and has successfully graduated from drug court.

**"I'm not looking in
my rearview mirror.
I'm only going to
move forward"**
- Amy

Amy enrolled in both the EARN and Reboot programs, where her successes continued. Amy participated in EARN activities and workshops including job readiness skills, entrepreneurship, and job development. Amy obtained a full-time job and soon after was promoted. Amy also enrolled in a Certified Recovery Specialist training and is now able to help others overcome similar struggles that she once endured.

Amy is a true success. The Union County Assistance Office and EARN team look forward to seeing her continued achievements.

**CLICK HERE TO
WATCH AMY'S
VIDEO**

Celebrating Past Award Winners

EARN GOVERNOR'S ACHIEVEMENT AWARD WINNERS

2021- Amy Westley, Union County
2020- Danita Robinson, Northumberland County
2020- Family Care Home Health Agency
2019- Stephanie Gentzel, Centre County
2019- Geisinger Health System
2018- Thaisa Williams, Lycoming County
2018- Hope Enterprises, Inc.



WHAT DO PARTICIPANTS SAY?

"I really look forward to these calls and find them especially helpful when I want to vent about something that is bothering me." (regarding Wellness services)

"The program really covers all needs possible and it is a really great program."

"THANK YOU FOR ALL OF YOUR HELP. YOUR WHOLE EARN TEAM IS AMAZING AND WONDERFUL. YOU ALL HAVE BEEN WITH ME EVERY STEP OF THE WAY. I KNOW THIS IS JUST THE BEGINNING FOR ME AND I HAVE MANY MORE STEPS TO TAKE. THANK YOU, GUYS!"

"You continue to go above and beyond for me. Words cannot express my gratitude and appreciation. I have no doubt that you will do everything in your power to help me. To know someone out there cares means more than you know."

"I was skeptical of the program initially, but found to be pleasantly surprised of the range of assistance provided. I enjoy the program and encourage the new members to communicate any need to their WFS to support."

"Being apart of the EARN program has helped me in more ways than I could have imagined.

The push to keep moving forward from the staff, one small step at a time, has helped me overcome some of the biggest hurdles in my life and I am forever grateful to have been apart of something that has change my life, in more ways than one, for the better. Thank you all, from the bottom of my heart!"

"If someone had told me 15 years ago that I would be enrolled in the EARN program and receiving TANF benefits, I would have rolled my eyes and told them that they were crazy. But, life has a way of delivering the unexpected.

I was a single woman who had a good career that payed well, my own office and the respect of my peers. I was attending college in the evenings, with the intention of going on to law school. I was running my own dog rescue, owned a home and had all of the necessary bank accounts that tend to make life a little more comfortable and provide a certain sense of accomplishment.

Fast forward to the unexpected, and I found myself a jobless single mother, with all comforts missing. A Google search brought me to the PA Dept. of Health website, and thus, began my journey with EARN. EARN has evolved since I first started on my journey, and I believe the program has improved a great deal. One very notable improvement has been the addition of the Wellness Coach, Rebecca.

I am certain that I am not the only EARN participant that is dealing with a variety of issues - single parenthood, a deadbeat dad, housing, employment, etc. The issues can all be very overwhelming, and there is often the feeling of being all alone. Through various people at EARN, I have learned that I am not alone. There is a helping hand, and through their support and encouragement, I am starting to feel optimistic about my future. With the addition of the Wellness Coach, the program provides a much needed holistic approach to recognizing that there is much more to each person's story than just finding a job. The people I work with at CareerLink are professional, as well as very caring and are always willing to go the extra mile to help out in any way that they can. I am truly thankful for this invaluable program."

A. REMOTE WORK

Advance Central PA is committed to supporting work-life balance through various means including a remote work policy. This policy must be structured in a way that allows flexibility in the time devoted to work while at the same time fostering a culture focused on providing the highest level of communication and team collaboration.

The Advance Central PA Remote Work Program is offered to provide increased opportunities for employees to balance responsibilities at work and home. By encouraging accountability, self-sufficiency and teamwork, Remote Work allows employees to satisfy individual fulfillment and personal growth while maintaining high quality, efficient and effective service to the members of the Workforce Development Board. Intended benefits include the following:

- a. Employer
 - Increase in employee productivity, efficiency, performance and morale
 - Ability to attract and retain high caliber employees
 - Less absenteeism
 - b. Employee
 - Increased control and flexibility of home and work life
 - Reduced stress and increased job satisfaction
 - Reduced transportation costs and travel time
1. All professional staff of Advance Central PA are eligible to participate in the Remote Work except as noted below. Participation is voluntary and an employee choosing not to participate will continue to work in the office. All employees desiring to elect Remote Work must complete a Remote Work Agreement and submit it to his/her respective manager for approval. Participation in Remote Work is subject to approval of the direct supervisor and Executive Director. Once approved by the Manager and Executive Director, these Agreements will apply to the employee's current job assignments and shall be reviewed if job responsibilities and duties change.
 2. The following guidelines and conditions apply to Remote Work.
 - a. Eligibility

An employee may be eligible to work remotely if their duties can be met through basic hardware and software, they've proven to be trustworthy, disciplined, and self-motivated, and have been given permission by his/her supervisor and the Executive Director.

The Executive Director may disapprove requests to participate in Remote Work based on adverse impact on the organization or department (reduction in productivity, diminution in services provided), or employee performance or conduct problems. Reasons for denial of participation shall be communicated in writing to the requesting employee.
 - b. Rules and other company policies

While working remotely, employees must adhere to all the conditions in the Personnel Manual and Remote Work Agreement. All company policies around conduct, confidentiality, sick leave, etc., continue to apply, regardless of location.

Disciplinary actions will follow policy transgressions of any kind.

c. Work expectations

Employees must follow the work schedules provided to them, be sure to meet deadlines, uphold high-quality standards. And while some flexibility is allowed, the employee must agree to work set hours as much as possible, five days a week.

Tools will be made available to employees for managing time and tasks, communicating with co-workers, logging and tracking projects, and accessing resources.

Performance will be measured weekly, focusing on the same metrics that apply to work done in the office.

d. Communication

Recognizing that effective communication is essential for Remote Work to be successful, Employee and Employer agree on the following methods and times of communicating:

- Employee will submit biweekly report of work activities to supervisor.
- Employee will complete timesheet biweekly as per standard operating procedure.
- Employee will participate in weekly staff meetings either remotely or in person depending on work schedule.
- Employer's staff and Employee will maintain regular communication via phone, email, Teams Chat, and video conferencing (e.g. Teams, Zoom, etc.).

e. Availability to Work in the Office

Employees must be flexible and able to work in the office as needed for meetings with other staff, partners, and customers, and to complete other responsibilities, (e.g. processing mail, accepting deliveries, etc.) at the request of his/her supervisor, Executive Director, or the Workforce Development Board. Advance notice will be provided to the extent possible.

f. Insurance and Liability

Employees working remotely will still receive full company benefits, including health insurance and worker's compensation.

Employees are advised to choose a safe and secure location to work from, and to maintain high levels of safety. The company is liable for injuries suffered in the pre-defined workspace during work hours only.

g. Compensation

No changes will be made to an employee's salary if said employee works from home, full time. Salaries will increase according to company policy and successful performance reviews. Employees working remotely remain eligible for promotion and skills development programs.

h. Termination

The Remote Work option is a privilege, not a right. The arrangement may be terminated by the Office or the employee at any time.

The Executive Director may terminate an employee's participation in the program based on changes in circumstances affecting a particular assignment, Department operations or circumstances applicable to an individual employee's job performance including, but not limited to, requiring close supervision, non-compliance with these Guidelines or other performance or conduct problems.

i. Amendments

Policies and guidelines for the Advance Central PA Remote Work Program may be amended by the Executive Director. The Executive Director and Personnel Committee reserve the right to suspend or terminate the Remote Work Program at any time.

3. For the Remote Work option to be effective, the following responsibilities must be adhered to.

a. Participating employees

- Complete and follow the Remote Work Agreement
- Notify the Manager of the work schedule and any changes thereto
- Ensure the work schedule and working remotely does not interfere with performance of assigned tasks and the ability to complete tasks within the designated time frame; If employee is struggling with a remote work agreement, he/she needs to notify his/her supervisor immediately to discuss options to effectively communicate that provides the best opportunity for success.
- Meet the established performance criteria for his/her classification level since Remote Work does not lower the established standards for the position

b. Executive Director/Management

- Ensure all office functions maintain adequate office coverage during all official business hours
- Ensure management and staff are available to provide both in-person and remote training to staff based on the staff's needs.
- Determine any positions or individuals to be excluded from participation due to job-related requirements and inform the employee of the related reasons
- Review and approve Remote Work Agreements for employees they supervise
- Ensure that their staff's work schedule and working remotely does not interfere with performance of assigned tasks and the staffs' ability to complete assignments within the designated time frame
- Ensure that staff receive adequate supervision at all times
- Effectively deal with any issues regarding an employee's work schedule, problems or irregularities or any other problem that may arise

Monitoring Update

June 2021 through August 2021

Advance Central PA staff conducts regular monitoring of its subrecipients and overall PA CareerLink® operations. The monitoring/oversight process includes: onsite visits to review records and observe operations; desk reviews of files, reports and statistics; reviews of training providers' financial and progress reports; interviews with appropriate staff and participants; and reviews of subrecipient fiscal practices. All contacts and reports are documented. When written corrective action plans are required, they may be submitted for committee approval. Complete monitoring reports are available to the appropriate WDB member or committee for review.

Following are brief summaries of monitoring conducted by Advance Central PA between June and August 2021.

ON-THE-JOB TRAINING (OJT) CONTRACT MONITORING

Staff completed a desk review of 12 new contracts submitted for approval for begin dates between June 2021 and August 2021; each of contracts were approved for funding. In addition, staff completed desk reviews for the 5 other open OJT contracts to monitor for risks, quality of services provided, and adherence to the training plan and fiscal requirements; technical assistance was provided to the subcontractors as needed.

Staff also conducted on-sight monitoring for 3 first time OJT employers: Meeker Equipment (Mifflin County), Jabebo Earrings LLC (Centre County), and A&S Mechanical Heating & Cooling, Inc. (Northumberland County). The trainee and supervisor were interviewed at each site. No concerns were found regarding contract compliance. All parties were committed to the established training plans and felt adequately supported by PA CareerLink® staff. Each of employers discussed hiring challenges and appreciated the opportunities afforded by the OJT.

TRAINING PROVIDER MONITORING

Approval of Training Programs for Funding

Before a PA CareerLink® customer may receive funding assistance for classroom training, the chosen programs or courses must be approved by Advance Central PA and then the PA Department of Labor and Industry. Each program year, training providers must re-post all programs and adhere to strict guidelines regarding high priority occupations and detailed course descriptions. All schools must submit data from each course from prior years that, when matched with wage records of past students, produce employment and wage outcomes that meet state mandated levels. This annual submission of training programs for approval ensures PA CareerLink® customers are getting reliable course information and occupational outcomes before obtaining training services. It also ensures prudent use of WIOA funds at the state and local levels.

- Staff continue to review applications as they are received and provide technical assistance to training providers as needed. A total of 30 program offerings have been approved by both Advance Central PA and the state to date. Applications may be submitted at any time during the year.

IN-SCHOOL YOUTH (ISY) MONITORING

Staff began monitoring of Central Susquehanna Opportunities, Inc.'s (CSO) In-School Youth summer operations. This has included attending virtual Camp STEAM sessions and visiting 7 paid work experience (PWE) job sites. The monitoring will also include a review of the PWE handbook and forms to identify any necessary updates. A complete report is forthcoming.

OUT-OF-SCHOOL YOUTH (OSY) MONITORING

Staff conducted a monitoring of Central Susquehanna Intermediate Unit's (CSIU) Out-of-School Youth operations. It included a comprehensive review of 22 hard copy case files and analysis of data on the

system of record. The desk review began April through May 2021 and concluded in August. The report has been provided to CSIU and included three required actions, four recommendations and one are of technical assistance to improve service delivery. CSIU has 30 days to submit a corrective action response.

ADULT AND DISLOCATED WORKER (ADW) MONITORING

Staff began a monitoring of Central Susquehanna Opportunities, Inc.'s (CSO) and Tuscarora Intermediate Unit's (TIU) Adult and Dislocated Worker operations. It has included a comprehensive review of 46 CSO and 13 TIU hard copy case files in addition to analysis of data on the system of record. The desk review began in June 2021 and concluded in August. Both reports are forthcoming.

PENNSYLVANIA DEPARTMENT OF LABOR & INDUSTRY/BUREAU OF WORKFORCE DEVELOPMENT ADMINISTRATION (BWDA) MONITORING

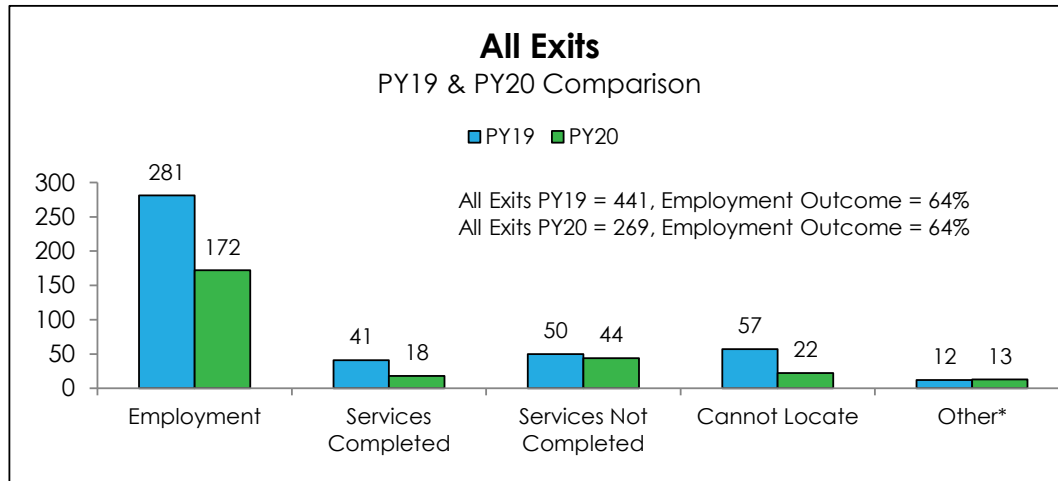
- PY 2020 FISCAL INTEGRITY, AUDITS, LOCAL MONITORING, ONE-STOP OPERATOR, AND CASE FILE REVIEW

BWDA conducted a remote monitoring covering fiscal integrity and audits, local monitoring, and One-Stop operator in April 2021. BWDA continued their monitoring with a remote review of 41 case files. All requested documentation was uploaded by staff as instructed. BWDA's report is forthcoming.

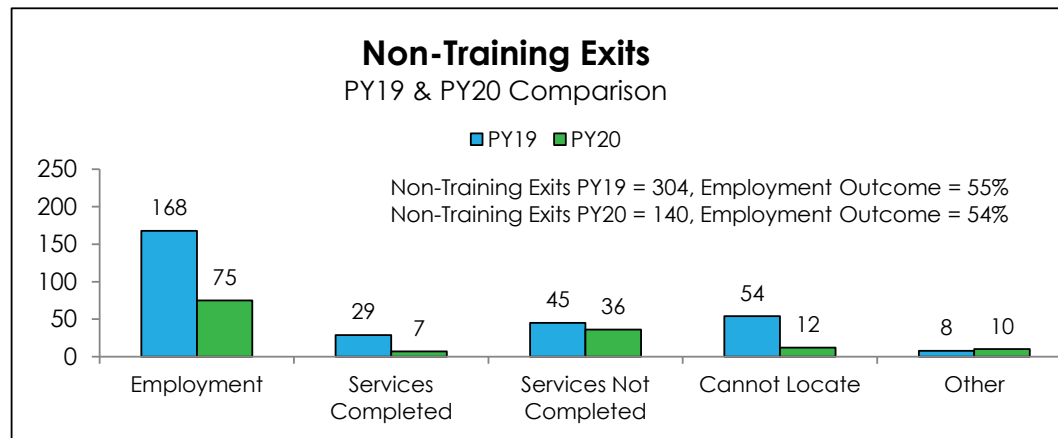
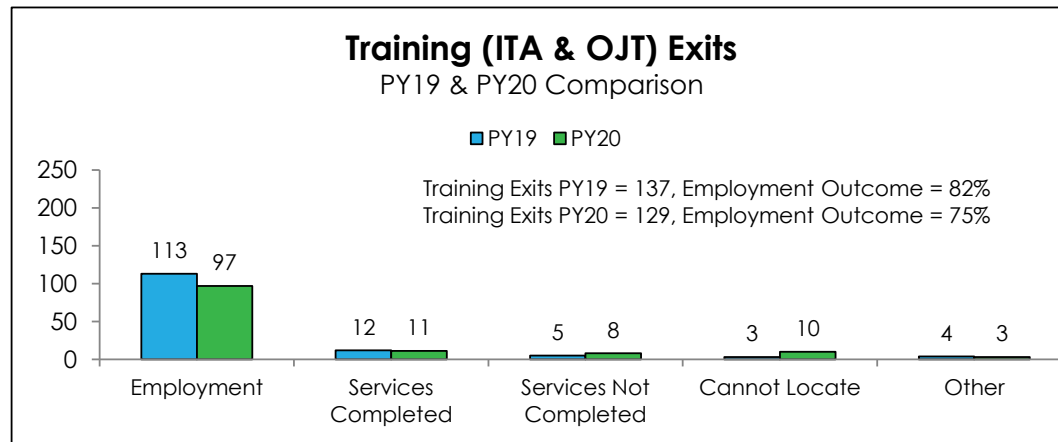
Adult/Dislocated Worker Outcomes Report PY19 and PY20 Comparison

July 1, 2019 - June 30, 2020 & July 1, 2020 - June 30, 2021

Central Pennsylvania



Breakdown between Adult and Dislocated Worker Participants based on accessing ITA (individual training account for classroom training) and/or OJT or not.

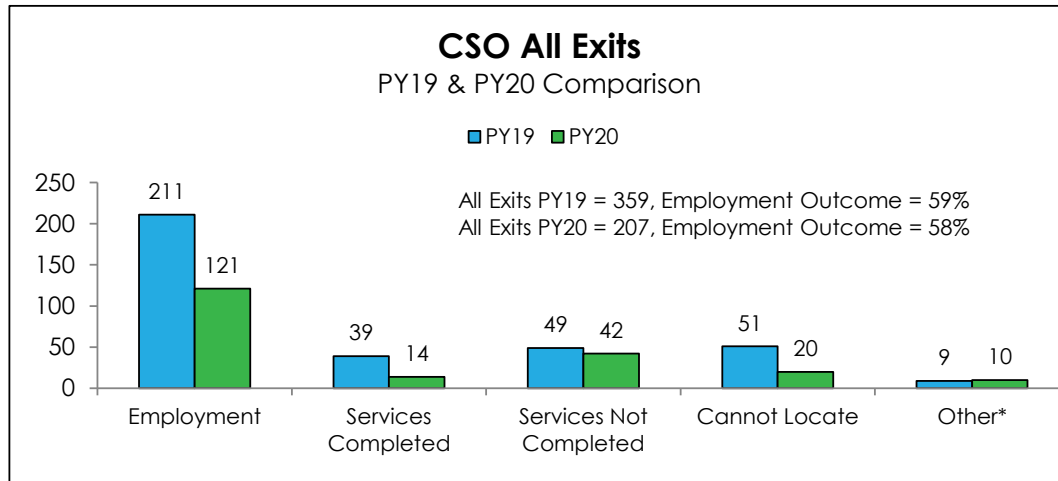


Other* PY19: Health, Medical (9), Institutionalized (2), Retirement (1)
(applies to All Exits) PY20: Health, Medical (11), Retirement (2)

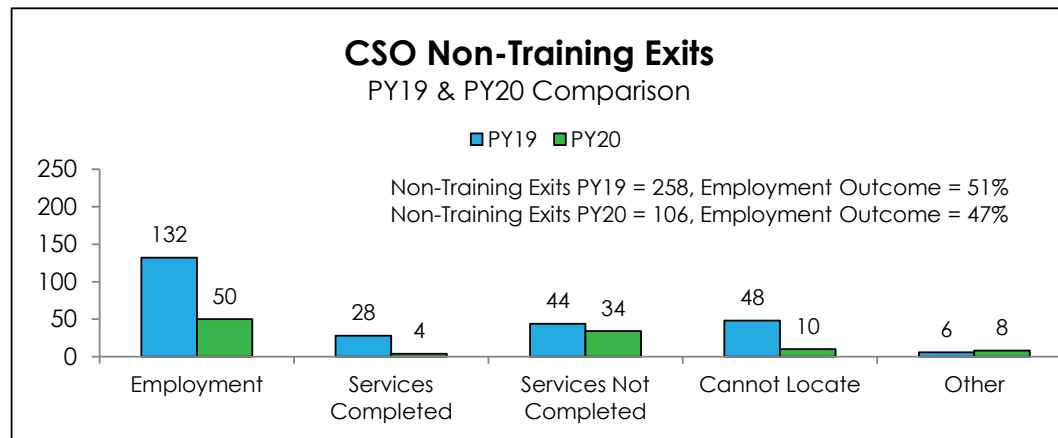
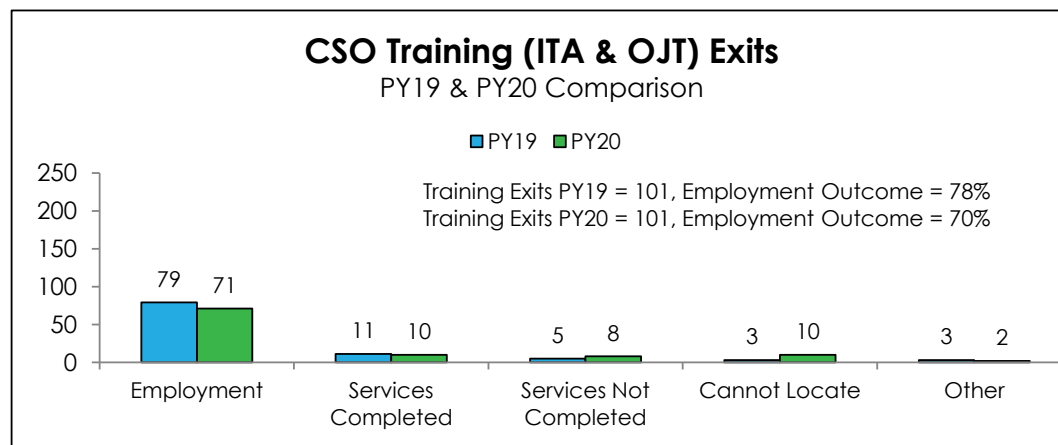
Adult/Dislocated Worker Outcomes Report PY19 and PY20 Comparison

July 1, 2019 - June 30, 2020 & July 1, 2020 - June 30, 2021

Central Susquehanna Opportunities, Inc.



Breakdown between Adult and Dislocated Worker Participants based on accessing ITA (individual training account for classroom training) and/or OJT or not.

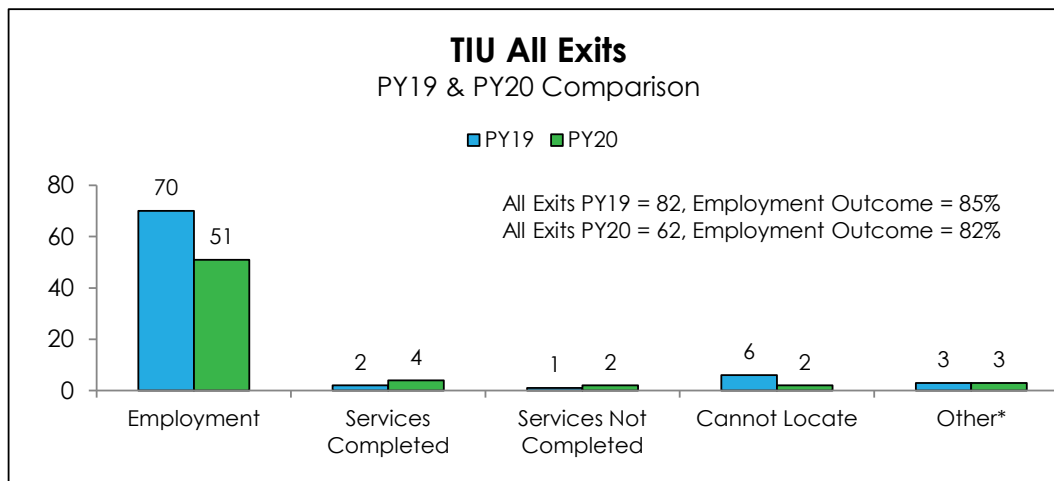


Other* PY19: Health, Medical (7), Institutionalized (2)
(applies to All Exits) PY20: Health, Medical (8), Retirement (2)

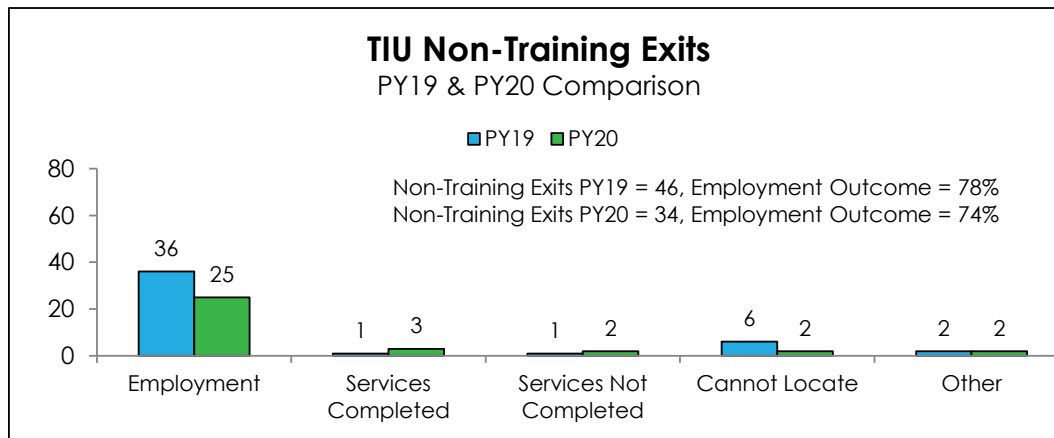
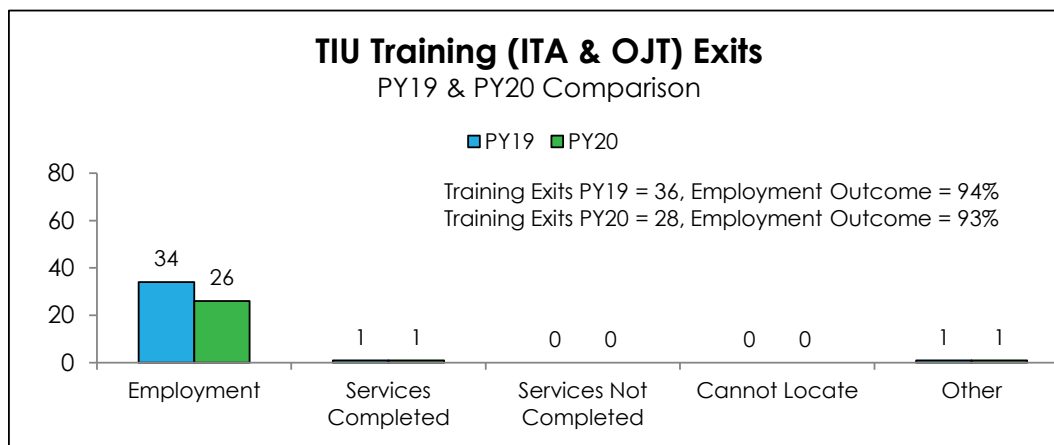
Adult/Dislocated Worker Outcomes Report PY19 and PY20 Comparison

July 1, 2019 - June 30, 2020 & July 1, 2020 - June 30, 2021

Tuscarora Intermediate Unit 11



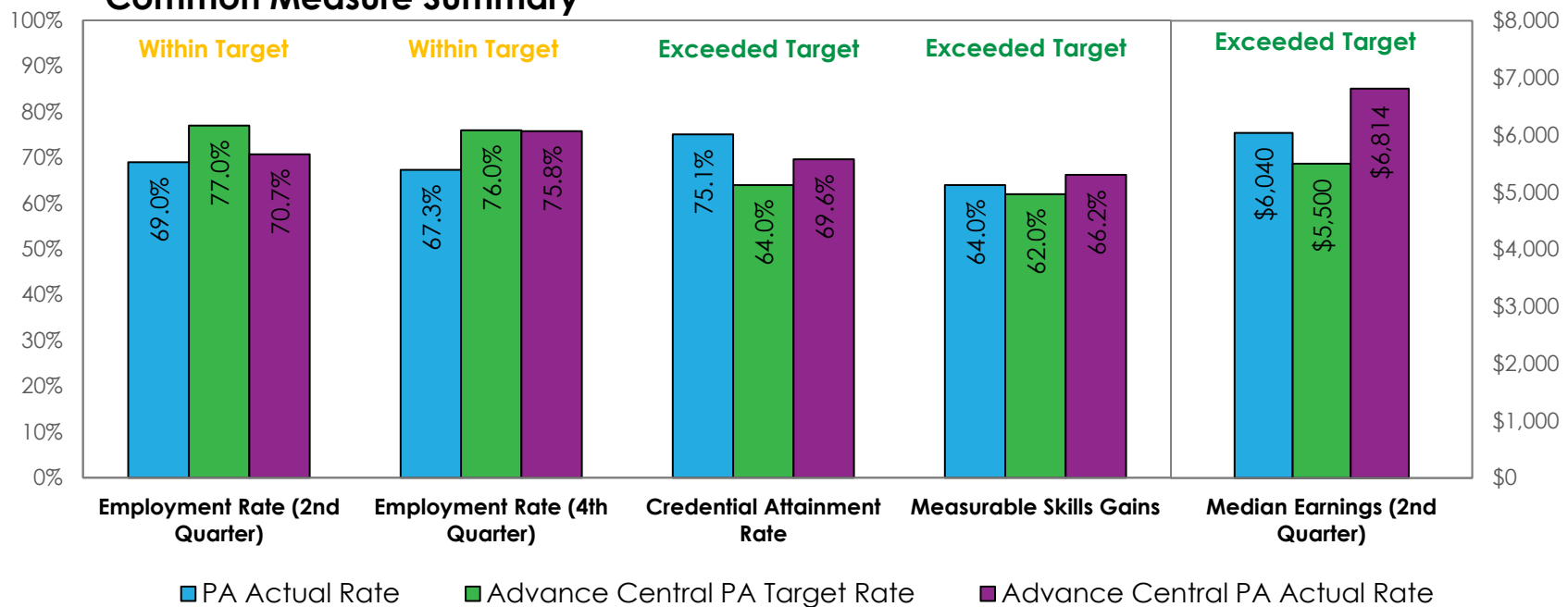
Breakdown between Adult and Dislocated Worker Participants based on accessing ITA (individual training account for classroom training) and/or OJT or not.



Other* PY19: Health, Medical (2), Retirement (1)
(applies to All Exits) PY20: Health, Medical (3)

Advance Central PA Adult Program 4th Quarter Program Year 2020 Common Measure Summary

Improvement needed in:
- Employment Rate (2nd Qtr.)
- Employment Rate (4th Qtr.)



Common Measure Definitions

Employment Rate (2nd Quarter) - % of Adults in unsubsidized employment in the 2nd quarter after exit

Employment Rate (4th Quarter) - % of Adults in unsubsidized employment in the 4th quarter after exit

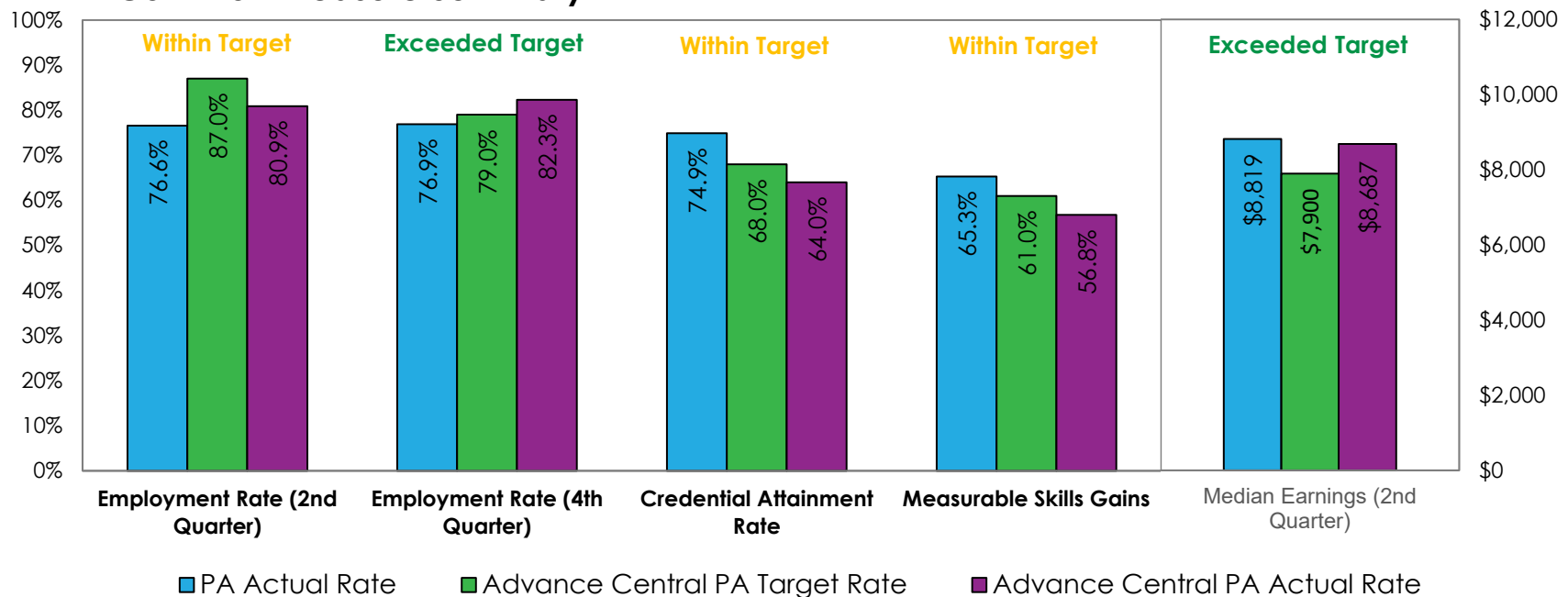
Credential Attainment Rate - % of Adults who during participation or within one year from exit: 1) attain a high school diploma/equivalent along with employment or enrollment in postsecondary training or 2) attained a postsecondary credential

Measurable Skill Gain - % of Adults in an education or training program who achieve milestone skill gains including but not limited to an increase in basic skills or completion of an OJT within the program year

Median Earnings - Median earnings of Adults who have unsubsidized employment during the 2nd quarter after exit

Advance Central PA Dislocated Worker Program 4th Quarter Program Year 2020 Common Measure Summary

Improvement needed in:
- Employment Rate (2nd Qtr.)
- Credential Attainment Rate
- Measurable Skills Gains



Common Measure Definitions

Employment Rate (2nd Quarter) - % of Dislocated Workers in unsubsidized employment in the 2nd quarter after exit

Employment Rate (4th Quarter) - % of Dislocated Workers in unsubsidized employment in the 4th quarter after exit

Credential Attainment Rate - % of Dislocated Workers who during participation or within one year from exit: 1) attain a high school diploma/equivalent along with employment or enrollment in postsecondary training or 2) attained a postsecondary credential

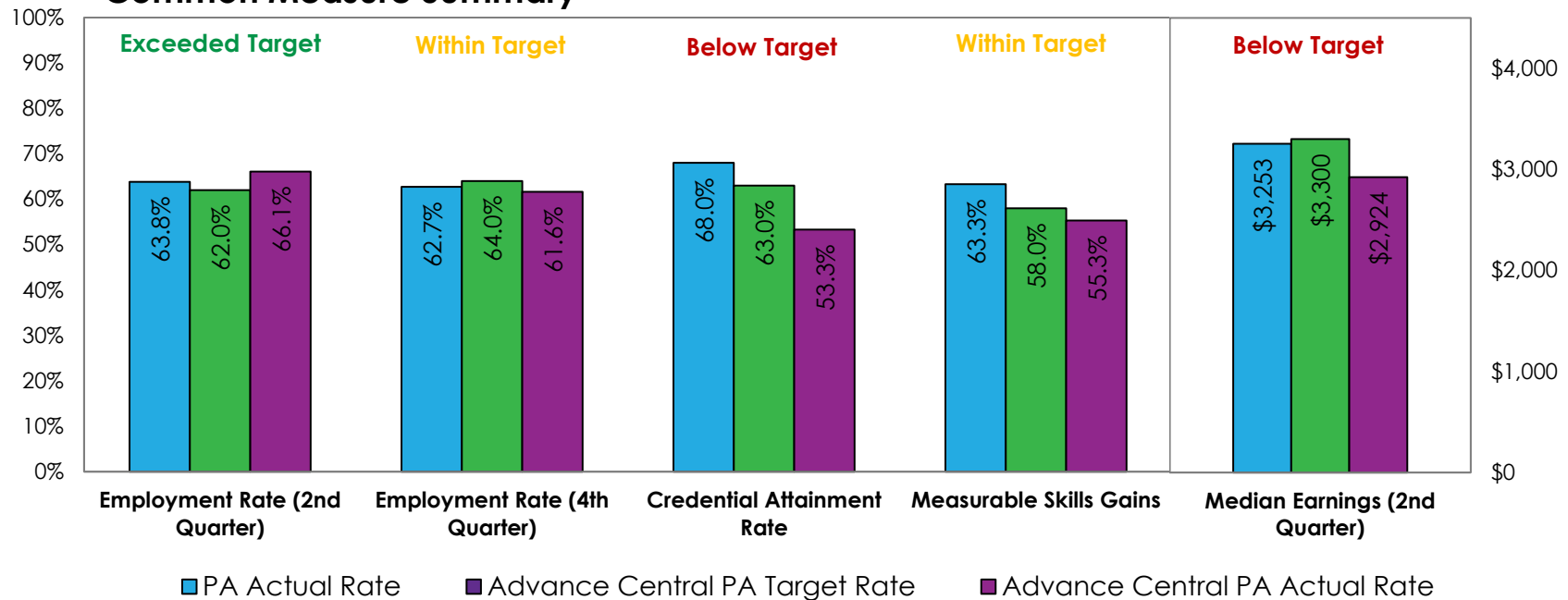
Measurable Skill Gain - % of Dislocated Workers in an education or training program who achieve milestone skill gains including but not limited to an increase in basic skills or completion of an OJT within the program year

Median Earnings - Median earnings of Dislocated Workers who have unsubsidized employment during the 2nd quarter after exit

Advance Central PA Youth Programs 4th Quarter Program Year 2020 Common Measure Summary

Improvement needed in:

- Employment Rate (4th Qtr.)
- Credential Attainment Rate
- Measurable Skills Gains
- Median Earnings (2nd Qtr.)



Common Measure Definitions

Employment Rate (2nd Quarter) - % of Youth in unsubsidized employment in the 2nd quarter after exit

Employment Rate (4th Quarter) - % of Youth in unsubsidized employment in the 4th quarter after exit

Credential Attainment Rate - % of Youth who during participation or within one year from exit: 1) attain a high school diploma/equivalent along with employment or enrollment in postsecondary training or 2) attained a postsecondary credential

Measurable Skill Gain - % of Youth in an education or training program who achieve milestone skill gains including but not limited to an increase in basic skills or completion of an OJT within the program year

Median Earnings - Median earnings of Youth who have unsubsidized employment during the 2nd quarter after exit

Business Profiles

Centre County (6)

Cintas
Glenn O. Hawbaker
Home Instead Senior Care
Juniper Village at Brookline
South Hills School of Business & Technology
Strawberry Fields, Inc.

Clinton County (5)

Chapman Township
First Quality Enterprises, Inc.
Highway Equipment & Supply Co.
Susque-View Home Inc.
Wayne Township Landfill

Columbia County (11)

Autoneum North America, Inc.
Boulder Landscape, LLC
CSS Industries, Inc.
Dyco Inc.
Girton Manufacturing Co., Inc.
Independence Honda
MSP
Sekisui SPI
The Foundation of the Columbia Montour
Chamber
Vision Home Builders
Zeigler Institute for Professional Development
(ZIPD) – Bloomsburg University

Lycoming County (10)

Cable Services Company, Inc.
Construction Specialties, Inc.
Intrada Technologies
Jersey Shore Branch YMCA
Lewis Lumber Products
Pennsylvania College of Technology
Qor-Tek, Inc.
PMF Industries Inc.
Ralph S Alberts Company
UPMC Susquehanna

Mifflin County (4)

Central PA Dock & Door, LLC
Hide-n-Seek Christian Daycare
Tuscarora Intermediate Unit 11-CEWS
William Penn Healthcare and Rehabilitation
Center

Montour County (1)

Geisinger

Northumberland County (16)

Assist Home Care, Inc.
Central Builders Supply Company
Central Susquehanna Opportunities, Inc.
Community Services Group (CSG)
Furmano Foods
Great Dane
IT Data Consultants, Inc.
LandPro Equipment LLC
Luzerne County Community College:
Northumberland Regional Center
Nottingham Village
Professional Drivers Academy
Service Electric Cablevision
Triangle Tech
Watsontown Trucking Company
Weis Markets
Zartman Construction, Inc.

Snyder County (8)

Apex Homes of PA, LLC
Architectural Precast Innovations, Inc.
Conestoga Wood Specialties
Meck-Tech, Inc.
Northway Industries
PIC Group, Inc.
Supercuts
Timberhaven Log & Timber Homes

Union County (9)

Advance Central PA
Albright Care Services/Riverwoods
Bucknell University
Contrast Communications
GAF
Lewisburg Children's Museum
TPS – Thermal Product Solutions
Visiting Angels
XPO Logistics

Other Counties – Dauphin, Juniata, Lehigh & Montgomery (7)

Commonwealth of Pennsylvania
Empire Kosher Poultry
Fine Wine & Good Spirits Stores
Pennsylvania Historical & Museum Commission
PPL Electric Utilities
Shreiner Tree Care
The Juniata Valley Bank

School and Program Profiles

Centre County (3)

Bellefonte Area School District
Central PA Institute of Science & Technology
(CPI)
Penns Valley School District

Clinton County (1)

Keystone Central School District

Columbia County (7)

Benton Middle/Senior High
Berwick High School
Bloomsburg Area School District
Central Columbia Area School District
Columbia-Montour AVTS
Millville Jr./Sr. High School
Southern Columbia Area School District

Lycoming County (5)

Jersey Shore Area School District
Lycoming Career & Technology Center
Montgomery Area School District
Williamsport Area School District
South Williamsport Area Jr/Sr High School

Mifflin County (2)

Mifflin County School District
Mifflin County Academy of Science and
Technology

Montour County (1)

Danville Area School District

Northumberland County (6)

Meadowbrook Christian School
Milton Area High School
Northumberland County Career & Technology
Center
Shamokin Area School District
Shikellamy Area High School
Warrior Run High School

Snyder County (2)

Midd-West High School
Selinsgrove Area School District

Union County (3)

Lewisburg Area School District
Mifflinburg Area School District
SUN Area Technical Institute
Other Programs
Bridges to the Future
Reach Cyber Charter School
YES to the Future

Local Elected Official Board Joint Meeting Action Items September 15, 2021

1. Motion to approve the minutes from the June 16, 2021 joint WDB/LEO Board meeting.

Fiscal Year 2022 Competitive Funding Portfolio As of September 15, 2021

GRANTS CARRIED OVER FROM FY21

Program/Project Name & Funding Information	Funding Available	Grant Objectives
PASmart Next Generation Sector Partnerships (2019/2020) PA Dept. of Labor & Industry January 1, 2019 – June 30, 2021 (Waiver in process to extend through June 30, 2022)	\$223,300	<ul style="list-style-type: none"> Supports the Central Region's Next Generation Sector Partnerships including continued growth of the Manufacturing partnership and a re-launch of the Healthcare partnership. Next Generation Sector Partnerships are employer-led with support and follow-up from workforce development, economic development, education, organized labor and community organizations to address sector defined needs to compete and thrive in the Central Region. Funding for both partnerships includes incumbent worker training that requires a 50% match from employer.
Business Education Partnership Grant PA Dept. of Labor & Industry January 1, 2020 – June 30, 2021 (Waiver in process to extend through June 30, 2022)	\$121,080	<ul style="list-style-type: none"> Support at least 3,425 students and 130 teachers in workplace events including a minimum of 75 businesses. Host 8 Parent Pathways Nights for 1,200 parent and student nights providing information on local career and training opportunities available. Support year long mentoring for 30 students and their mentors. Increase awareness for students and parents local career opportunities and decreased employer fatigue in responding to school requests for career exploration activities using PathToCareers.org.
COVID-19 Disaster Recovery National Dislocated Worker Grant US Department of Labor May 1, 2020 – June 30, 2021 (Extended through June 30, 2022)	\$156,065	<ul style="list-style-type: none"> Supports the PA CareerLink® network's re-opening by funding security, janitorial, and additional staff to manage customer flow and crowds, and provide basic career services while assuring staff and customer safety. <p>Note: Funds can only be used to hire temporary workers that are WIOA Dislocated Worker eligible and can remain in the position no longer than 12 months. None of the security guards hired qualified for this funding.</p>
PASmart Growing Registered Apprenticeships and Pre-Apprenticeships in Pennsylvania Grant PA Dept. of Labor & Industry June 30, 2022	\$250,000	<ul style="list-style-type: none"> Support and expand a Registered Apprenticeship for CNC Machining and implement a consortium model pre-apprenticeship program within the career & technical education departments at local school districts in order to: Enroll 59 non-traditional pre-apprentices. Enroll 15 non-traditional Registered Apprentices. Increase the number of businesses in the local Registered Apprenticeship for CNC Machining program.
State/Local Internship Program (SLIP) Grant PA Dept. of Labor & Industry May 1, 2021 – August 27, 2021	\$35,000 (35% business match is required)	<ul style="list-style-type: none"> Support 8-9 interns ages 16-24 with the opportunity to have an internship with local businesses fulfilling work experience while also gaining career awareness, soft skills, and exposure to the PA CareerLink® network. Reimburse 8-9 businesses for intern wages in the amount of \$10.35 per hour.

Program/Project Name & Funding Information	Funding Available	Grant Objectives
Appalachian Regional Commission Partnership for Opportunity and Workforce and Economic Revitalization (POWER) Initiative Appalachian Regional Commission October 2020- September 2023	\$1,018,500	CPWDC in partnership with Geisinger and SEDA-COG will provide solutions to address the opioid crisis in Central PA. <ul style="list-style-type: none"> Expand access to treatment services by connecting individuals impacted by opioid using telemedicine. Referral of patients to CPWDC's Reboot program initiated via the National Dislocated Worker Grant to Address the Opioid Crisis. Connect individuals in recovery to businesses who are "Recovery Friendly" as identified by the PA CareerLink® Business Service Team and SEDA-COG. Educate businesses and increase "Recovery Friendly" statuses.
Engage! PA Dept. of Community and Economic Development July 1, 2020 – June 30, 2021 Extended through June 30, 2022)	\$13,600 (as part of larger grant submitted by SEDA-COG)	<ul style="list-style-type: none"> Develop strong and regular interaction with specific companies as part of a statewide business retention and expansion program designed to help companies identify their needs and then match them with resources to help address challenges so they are competitive and successful in the local region. This is the 3rd year of the program. Targeted to economic development entities, SEDA-COG submitted a grant proposal on behalf of the Central PREP Region. As a partner in the grant, CPWDC and TIU business services staff will conduct interviews of C-Suite executives from and host 2 Business Forums for a minimum of 10 companies each to discuss companies' needs and match them with solutions for economic stability and/or growth.

NEW GRANTS SECURED

Program/Project Name & Funding Information	Funding Available	Grant Objectives
WIOA Statewide Activity Projects PA Dept. of Labor & Industry July 1, 2021 – June 30, 2022	\$217,392	<ul style="list-style-type: none"> Replace outdated computers and related equipment as well as copiers and Smart Boards in the PA CareerLink® Career Resource Areas and workshop rooms. Purchase conferencing equipment for the PA CareerLink® and Advance Central PA to improve communication. Replace outdated customer chairs and purchase other needed furnishings, including tables and workstations. Purchase email handles (@CentralPACareerLink) so customers can access programming more easily Develop outreach materials for Advance Central PA and the Central PA CareerLink®.

FUNDING SOURCES BEING EXPLORED

Funding Source/Grant Name	Submission Deadline	Funding Range/ Grant Details
WIOA Statewide Activity Projects PA Dept. of Labor & Industry	October 15, 2021	Funds are available to support activities for eligible adults and dislocated workers as well as projects to support needs in the local PA CareerLink®, and the overall strategic vision of the LWDB in alignment with the State Plan.

PAsmart Apprenticeship Grants PA Dept. of Labor & Industry	October 13, 2021	Funds are available to support the growth of Registered Apprenticeship and Pre-Apprenticeship Programs, creating opportunities in new industries and occupations for Pennsylvania workers to advance along career pathways.
Industry Partnership PA Dept. of Labor & Industry	October 22, 2021	Up to \$4 million of funding for grant awards of up to \$250,000 each to support Industry Partnership initiatives that work to identify workforce, education & training, and economic development needs, coordinate regional teams to support industry needs, identify public and community resources to address industry identified needs and increase collaboration among businesses within a targeted industry sector.
Good Jobs Challenge U.S. Economic Development Administration	January 26, 2022	\$500 million available to help train Americans for good jobs by developing and strengthening regional workforce training systems and sectoral partnerships. These systems and partnerships will create and implement industry-driven training programs, designed to connect unemployed, underemployed, or under-skilled workers to existing and emerging job openings.

County Unemployment Rates July 2021 (Lowest to Highest)

Rank	County	Unemployment Rate
1	Chester County	4.1%
2	Adams County	4.3%
3	Montour County	4.4%
3	Union County	4.4%
5	Cumberland County	4.7%
5	Lancaster County	4.7%
5	Perry County	4.7%
8	Juniata County	4.8%
9	Montgomery County	4.9%
10	York County	5.0%
11	Centre County	5.1%
12	Bucks County	5.2%
12	Franklin County	5.2%
12	Snyder County	5.2%
15	Bradford County	5.3%
16	Lebanon County	5.5%
16	Susquehanna County	5.5%
18	Columbia County	5.6%
19	Butler County	5.7%
19	Fulton County	5.7%
21	Allegheny County	5.8%
21	Blair County	5.8%
21	Northampton County	5.8%
24	Mifflin County	5.9%
25	Dauphin County	6.0%
25	Delaware County	6.0%
27	Bedford County	6.1%
27	Westmoreland County	6.1%
29	Clinton County	6.2%
29	Lackawanna County	6.2%
29	Warren County	6.2%
32	Berks County	6.3%
32	Lycoming County	6.3%
32	Washington County	6.3%

Rank	County	Unemployment Rate
32	Wyoming County	6.3%
36	Carbon County	6.4%
36	Crawford County	6.4%
36	Jefferson County	6.4%
36	Tioga County	6.4%
40	Clarion County	6.5%
41	Northumberland County	6.6%
41	Potter County	6.6%
41	Schuylkill County	6.6%
44	Elk County	6.7%
44	Somerset County	6.7%
44	Venango County	6.7%
47	Beaver County	6.8%
47	Lehigh County	6.8%
47	Mercer County	6.8%
50	Greene County	6.9%
50	McKean County	6.9%
50	Wayne County	6.9%
53	Erie County	7.0%
53	Indiana County	7.0%
53	Sullivan County	7.0%
56	Cambria County	7.2%
56	Clearfield County	7.2%
58	Cameron County	7.3%
58	Huntingdon County	7.3%
60	Pike County	7.4%
61	Lawrence County	7.5%
61	Monroe County	7.5%
63	Armstrong County	7.7%
64	Luzerne County	7.9%
65	Fayette County	8.3%
66	Forest County	8.4%
67	Philadelphia County	8.5%

For Comparison Purposes

Pennsylvania

6.6%

United States

5.4%

Preliminary July 2021 seasonally adjusted data provided by the Center for Workforce Information and Analysis (CWIA), Pennsylvania Department of Labor and Industry (August 2021). CWIA is not liable for the content as presented nor does CWIA necessarily endorse the statements made herein.

Workforce Development Area Unemployment Rates July 2021 (Lowest to Highest)

Rank	Workforce Development Area	Unemployment Rate
1	Chester County WDA	4.1%
2	Lancaster County WDA	4.7%
3	Montgomery County WDA	4.9%
4	Bucks County WDA	5.2%
4	South Central WDA	5.2%
6	Central WDA	5.6%
7	Northern Tier WDA	5.8%
7	Three Rivers WDA	5.8%
9	Delaware County WDA	6.0%
10	Lackawanna County WDA	6.2%
11	Berks County WDA	6.3%
12	Lehigh Valley WDA	6.4%
12	Tri-County WDA	6.4%
14	Southern Alleghenies WDA	6.5%
15	Southwest Corner WDA	6.6%
15	Westmoreland and Fayette Counties WDA	6.6%
17	Northwest WDA	6.7%
18	North Central WDA	6.9%
19	West Central WDA	7.1%
20	Pocono Counties WDA	7.2%
21	Luzerne-Schuylkill Counties WDA	7.5%
22	Philadelphia County WDA	8.5%
For Comparison Purposes		
	Pennsylvania	6.6%
	United States	5.4%

Preliminary July 2021 seasonally adjusted data provided by the Center for Workforce Information and Analysis (CWIA), Pennsylvania Department of Labor and Industry (August 2021). CWIA is not liable for the content as presented nor does CWIA necessarily endorse the statements made herein.

Central PA Monthly Initial Claims													
Geography	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21	Apr-21	May-21	Jun-21	Jul-21
Centre County	1,190	970	660	740	990	1,930	1,460	970	870	720	750	1,270	1,900
Clinton County	440	280	280	280	490	790	510	400	370	340	220	360	590
Columbia County	840	520	470	450	720	1,380	990	850	620	660	490	750	1,260
Lycoming County	1,360	1,000	930	940	1,200	2,270	1,650	1,320	1,170	1,190	990	1,310	1,930
Mifflin County	990	720	670	570	860	1,050	690	510	440	440	340	480	780
Montour County	150	90	90	90	120	260	160	110	120	130	120	210	310
Northumberland County	1,280	900	720	710	1,150	1,930	1,410	1,140	960	1,040	780	1,070	1,540
Snyder County	530	230	230	270	530	1,070	670	520	370	310	260	410	710
Union County	360	250	240	180	310	740	500	370	280	280	230	360	530
Central PA	7,140	4,960	4,290	4,230	6,370	11,420	8,040	6,190	5,200	5,110	4,180	6,220	9,550

Note: This report does not include federal or military claims (UCFE/UCX). May not match claim amounts reported elsewhere due to rounding.

Initial Claims include all applications for a determination of entitlement to unemployment insurance benefits. (New, Additional, & Transitional)

New Claims are the first applications for a determination of entitlement to unemployment insurance benefits made by an individual in a claim year.

Additional Claims are any application for unemployment insurance benefits for a new period of unemployment within a benefit year after a break in benefits of at least one week due to employment.

Transitional Claims are a claim filed to request a determination of eligibility and establishment of a new benefit year having an effective date within the 7-day period immediately following the benefit year ending date and a week for which period immediately following the benefit year ending date and a week for which compensation or waiting period credit was claimed.

Source: Center for Workforce Information & Analysis

Source Data Updated: 08/05/2021

Central PA Monthly Initial Claims by Industry - July 2021 (Current)

Geography	Natural Resources and Mining	Construction	Manufacturing	Trade, Transportation, and Utilities	Information	Financial Activities	Professional and Business Services	Education and Health Services	Leisure and Hospitality	Other Services	Government	Industry Not Available	Jul-21
Centre County	13	78	143	268	30	101	179	633	104	30	71	248	1,900
Clinton County	21	44	81	98	4	31	46	130	32	12	37	54	590
Columbia County	4	50	270	228	9	48	96	357	55	15	37	90	1,260
Lycoming County	28	92	225	302	15	87	181	527	103	50	87	234	1,930
Mifflin County	7	28	194	141	4	21	56	191	25	8	35	69	780
Montour County	2	8	37	47	2	11	20	111	17	8	8	39	310
Northumberland County	15	77	216	305	12	66	93	426	93	25	51	160	1,540
Snyder County	10	28	212	114	4	25	35	138	32	11	22	79	710
Union County	6	12	67	106	6	30	27	163	32	14	18	50	530
Central PA	106	418	1,444	1,609	86	421	734	2,676	494	173	367	1,023	9,550

Central PA Monthly Initial Claims by Industry - July 2020 (Previous Year)

Geography	Natural Resources and Mining	Construction	Manufacturing	Trade, Transportation, and Utilities	Information	Financial Activities	Professional and Business Services	Education and Health Services	Leisure and Hospitality	Other Services	Government	Industry Not Available	Jul-20
Centre County	3	92	120	204	24	24	104	258	220	51	8	81	1,190
Clinton County	11	60	90	74	3	3	40	64	47	15	7	25	440
Columbia County	4	51	272	136	17	7	66	138	80	25	7	37	840
Lycoming County	34	131	305	237	10	22	134	233	113	59	8	73	1,360
Mifflin County	5	28	577	95	1	8	59	92	82	10	5	26	990
Montour County	0	11	41	33	0	0	7	26	19	4	0	9	150
Northumberland County	16	112	338	230	1	9	78	211	145	39	13	87	1,280
Snyder County	10	39	250	67	1	5	28	55	33	22	3	16	530
Union County	4	18	117	70	1	6	12	51	51	8	2	21	360
Central PA	87	543	2,110	1,147	58	84	529	1,129	791	233	53	376	7,140

Note: This report does not include federal or military claims (UCFE/UCX). May not match claim amounts reported elsewhere due to rounding.

Initial Claims include all applications for a determination of entitlement to unemployment insurance benefits. (New, Additional, & Transitional)

New Claims are the first applications for a determination of entitlement to unemployment insurance benefits made by an individual in a claim year.

Additional Claims are any application for unemployment insurance benefits for a new period of unemployment within a benefit year after a break in benefits of at least one week due to employment.

Transitional Claims are a claim filed to request a determination of eligibility and establishment of a new benefit year having an effective date within the 7-day period immediately following the benefit year ending date and a week for which period immediately following the benefit year ending date and a week for which compensation or waiting period credit was claimed.

Source: Center for Workforce Information & Analysis

Source Data Updated: 08/12/2021

Central PA Monthly Continued Weeks Claimed

Geography	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21	Apr-21	May-21	Jun-21	Jul-21
Centre County	20,770	17,560	11,440	7,680	8,640	10,310	12,770	9,650	7,690	5,480	5,480	4,860	4,670
Clinton County	6,520	6,040	4,390	3,050	3,960	4,380	5,180	4,100	3,730	2,510	2,350	1,920	1,660
Columbia County	11,980	11,230	7,670	5,380	5,970	7,040	8,710	6,970	5,880	4,410	4,680	3,960	3,420
Lycoming County	21,810	22,200	15,820	11,460	13,010	14,150	16,210	13,830	12,310	8,870	9,680	8,100	6,560
Mifflin County	7,800	8,190	6,410	4,160	5,330	5,750	6,130	4,710	3,910	2,800	2,960	2,400	2,210
Montour County	2,300	2,220	1,470	1,040	1,260	1,480	1,710	1,260	1,180	880	850	860	730
Northumberland County	17,170	17,320	12,460	8,950	10,140	10,930	12,460	10,290	8,730	6,770	7,110	6,190	5,060
Snyder County	6,280	5,430	3,380	2,370	2,910	4,160	4,730	4,220	3,240	2,110	1,910	1,880	1,820
Union County	5,780	5,510	3,660	2,370	2,620	3,460	3,930	3,110	2,420	1,650	1,750	1,570	1,450
Central PA	100,410	95,700	66,700	46,460	53,840	61,660	71,830	58,140	49,090	35,480	36,770	31,740	27,580

Note: This report does not include federal or military claims (UCFE/UCX). May not match claim amounts reported elsewhere due to rounding.

Continued Weeks Claimed is a count of claimant's weekly certification of eligibility for unemployment insurance during a claim series.

Note: Individuals may have filed multiple weekly continued claims in the same month (i.e., there may be duplicates)

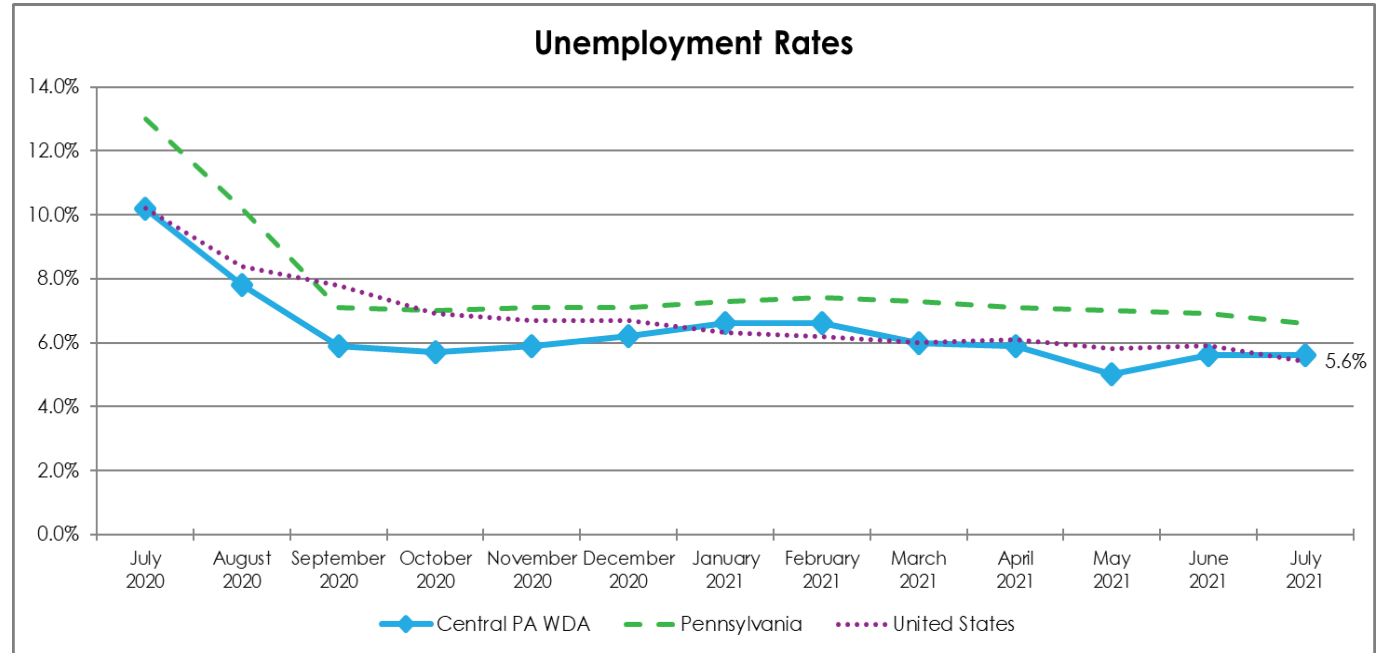
Source: Center for Workforce Information & Analysis

Source Data Updated: 08/05/2021

July 2021 Labor Market Information

Central Pennsylvania Workforce Development Area

Unemployment Rates			
	July 2021	Monthly Change	Annual Change
Centre	5.1%	↓	↓
Clinton	6.2%	↔	↓
Columbia	5.6%	↑	↓
Lycoming	6.3%	↔	↓
Mifflin	5.9%	↑	↓
Montour	4.4%	↑	↓
Northumberland	6.6%	↓	↓
Snyder	5.2%	↑	↓
Union	4.4%	↓	↓
Central PA WDA	5.6%	↔	↓
Pennsylvania	6.6%	↓	↓
United States	5.4%	↓	↓



	July 2021	June 2021	Monthly Change		July 2020	Annual Change	
Central PA WDA							
Labor Force	292,900	291,600	↑	1,300	296,300	↓	-3,400
Employed	276,400	275,400	↑	1,000	266,100	↑	10,300
Unemployed	16,500	16,300	↑	200	30,200	↓	-13,700
Unemployment Rate	5.6%	5.6%	↔	0.0%	10.2%	↓	-4.6%
Pennsylvania							
Labor Force	6,304,000	6,320,000	↓	-16,000	6,432,000	↓	-128,000
Employed	5,891,000	5,887,000	↑	4,000	5,593,000	↑	298,000
Unemployed	414,000	433,000	↓	-19,000	839,000	↓	-425,000
Unemployment Rate	6.6%	6.9%	↓	-0.3%	13.0%	↓	-6.4%
United States							
Labor Force	161,347,000	161,086,000	↑	261,000	160,085,000	↑	1,262,000
Employed	152,645,000	151,602,000	↑	1,043,000	143,777,000	↑	8,868,000
Unemployed	8,702,000	9,484,000	↓	-782,000	16,308,000	↓	-7,606,000
Unemployment Rate	5.4%	5.9%	↓	-0.5%	10.2%	↓	-4.8%

Source: Preliminary July 2021 seasonally adjusted data provided by the Center for Workforce Information and Analysis (CWIA) (August 2021)

Central Pennsylvania Labor Market Status Report -- July 2021



Civilian Labor Force:

change since last...	month	year
Central PA WDA	↑	↓
Pennsylvania	↓	↓
United States	↑	↑

Employed Population:

change since last...	month	year
Central PA WDA	↑	↑
Pennsylvania	↑	↑
United States	↑	↑

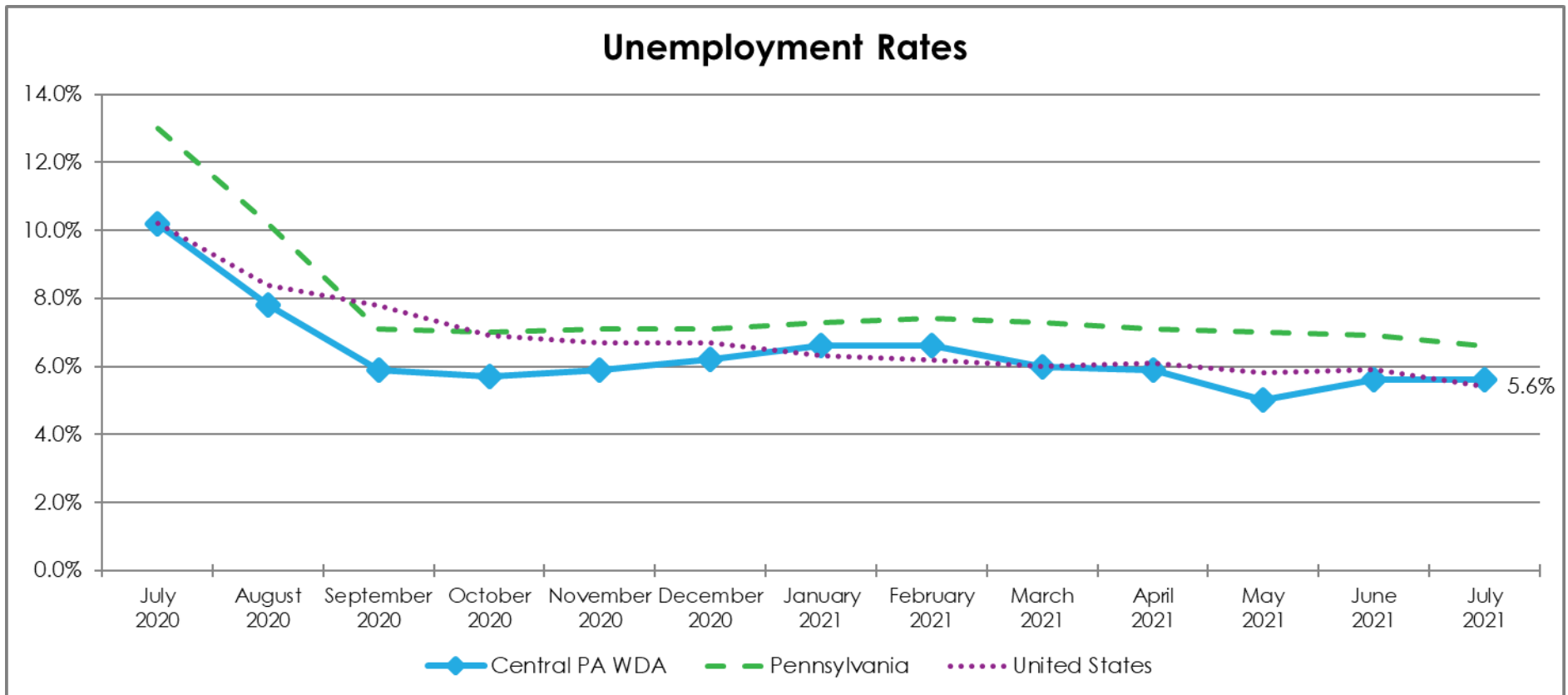
Unemployed Population:

change since last...	month	year
Central PA WDA	↑	↓
Pennsylvania	↓	↓
United States	↓	↓

Unemployment Rate:

change since last...	month	year
Central PA WDA	--	↓
Pennsylvania	↓	↓
United States	↓	↓

Unemployment Rates



Preliminary July 2021 seasonally adjusted data (downloaded August 2021)

Provided by the Center for Workforce Information and Analysis (CWIA), Pennsylvania Department of Labor and Industry.
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Civilian Labor Force

Centre County	74,300
Clinton County	17,600
Columbia County	33,600
Lycoming County	55,100
Mifflin County	20,900
Montour County	9,200
Northumberland County	41,200
Snyder County	19,200
Union County	19,200

The labor force is comprised of individuals who are working, waiting for a layoff to end, or are actively seeking work. The graph below highlights changes in the civilian labor force as a percentage of the area's total civilian labor force.

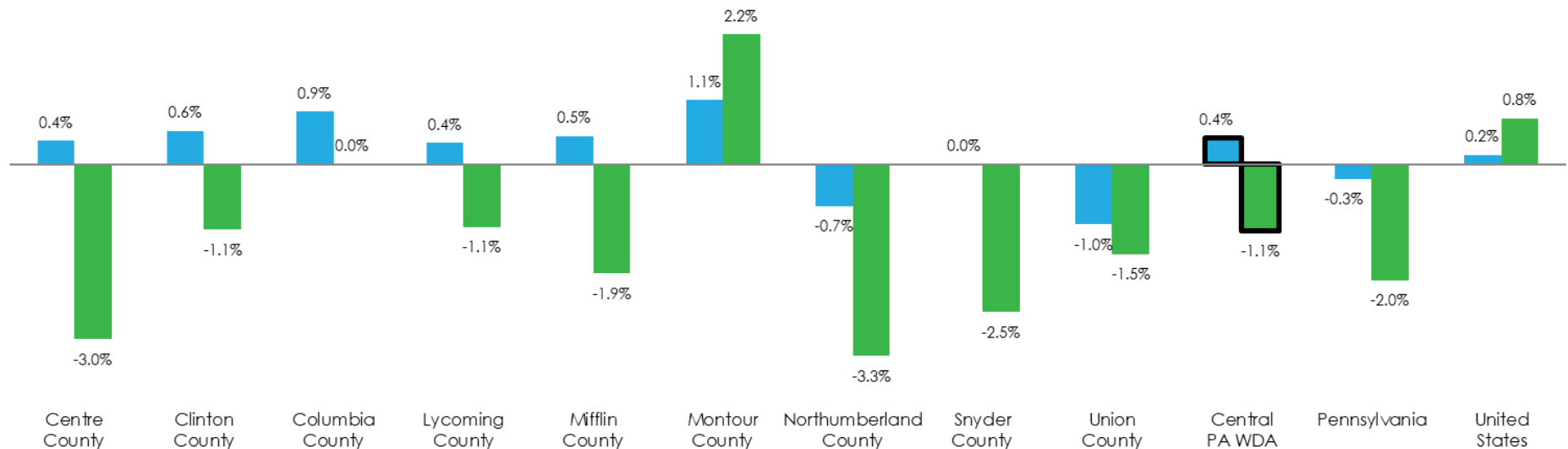


July 2021

	Change Since		
	July 2021	June 2021	July 2020
Central PA WDA	292,900	1,300	-3,400
Pennsylvania	6,304,000	-16,000	-128,000
United States	161,347,000	261,000	1,262,000

Percent Change in Civilian Labor Force: July 2021

■ Month Change ■ Year Change



Preliminary July 2021 seasonally adjusted data (downloaded August 2021)

Provided by the Center for Workforce Information and Analysis (CWIA), Pennsylvania Department of Labor and Industry.
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Employed Population

Centre County	70,500
Clinton County	16,500
Columbia County	31,700
Lycoming County	51,600
Mifflin County	19,600
Montour County	8,800
Northumberland County	38,500
Snyder County	18,200
Union County	18,300

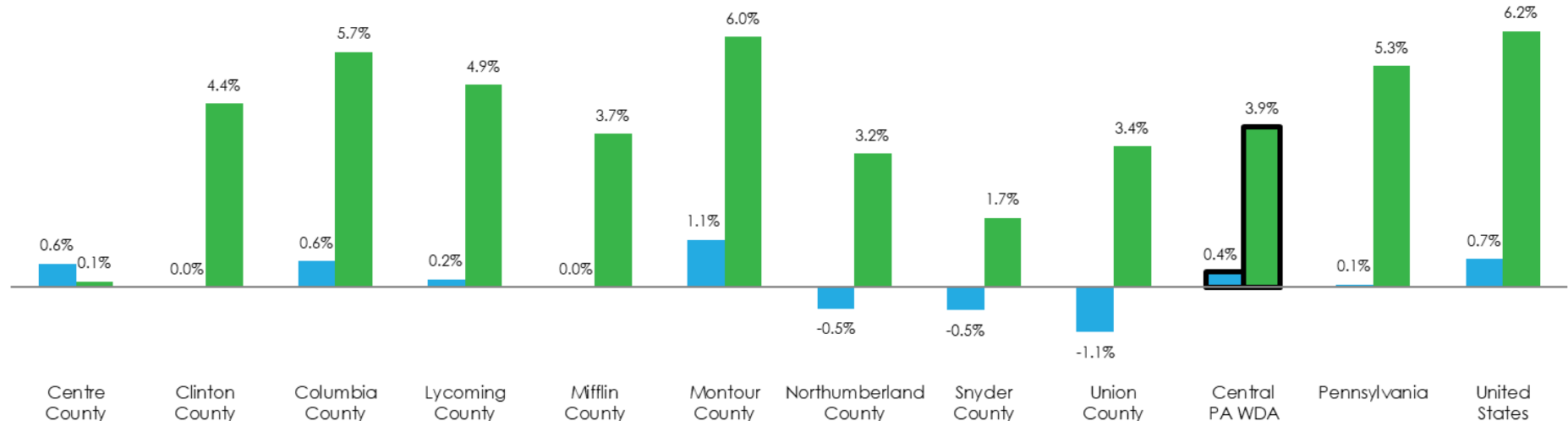
The employed population includes individuals who are working. The graph below highlights changes in employment as a percentage of the area's total employment.

July 2021

	Change Since		
	July 2021	June 2021	July 2020
Central Pennsylvania	276,400	1,000	10,300
Pennsylvania	5,891,000	4,000	298,000
United States	152,645,000	1,043,000	8,868,000

Percent Change in Employed Population: July 2021

■ Month Change ■ Year Change



Preliminary July 2021 seasonally adjusted data (downloaded August 2021)

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Unemployed Population

Centre County	3,800
Clinton County	1,100
Columbia County	1,900
Lycoming County	3,500
Mifflin County	1,200
Montour County	400
Northumberland County	2,700
Snyder County	1,000
Union County	900

The unemployed population is made up of individuals who are not working, but are waiting for a layoff to end or are actively seeking work. The graph below highlights changes in unemployment as a percentage of the area's total unemployment.

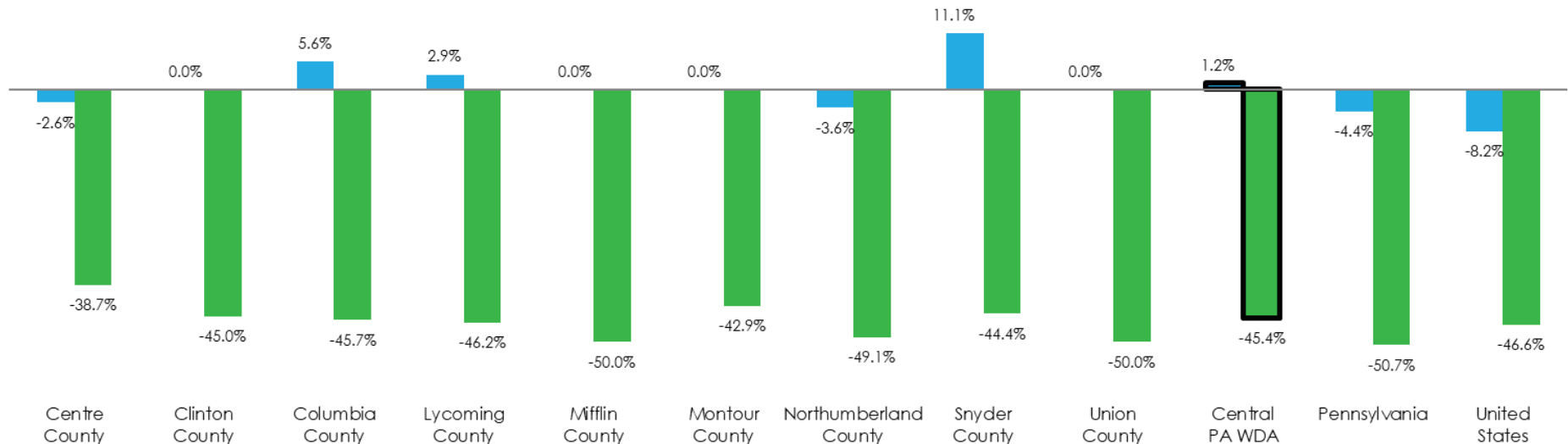


July 2021

	Change Since		
	July 2021	June 2021	July 2020
Central Pennsylvania	16,500	200	-13,700
Pennsylvania	414,000	-19,000	-425,000
United States	8,702,000	-782,000	-7,606,000

Percent Change in Unemployed Population: July 2021

■ Month Change ■ Year Change



Preliminary July 2021 seasonally adjusted data (downloaded August 2021)

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Unemployment Rates

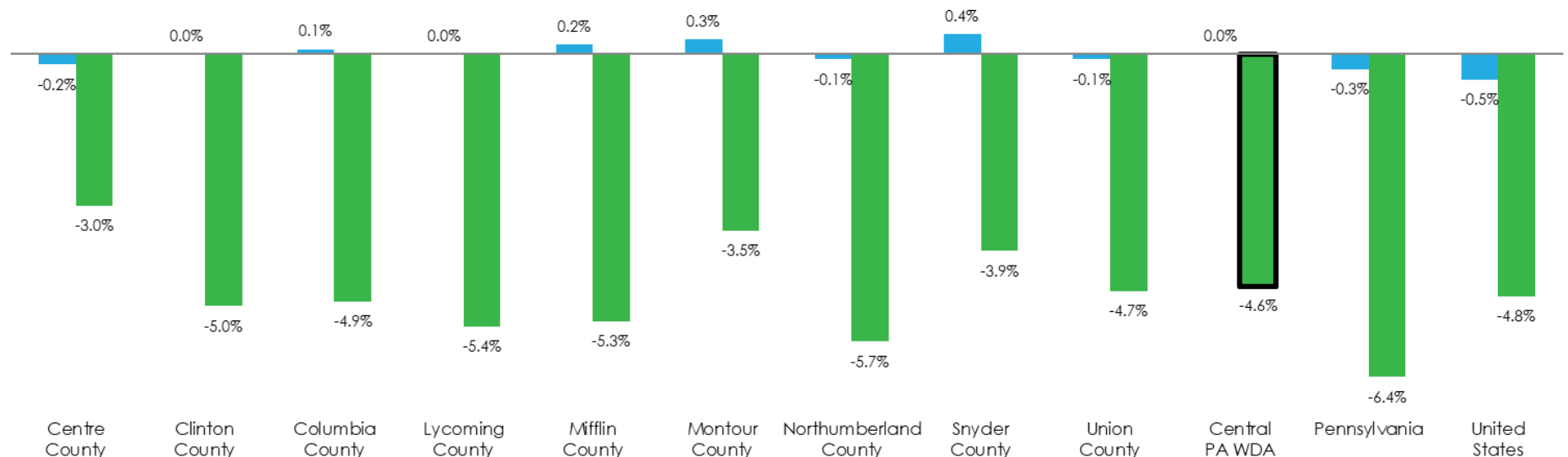
	July 2021	June 2021	July 2020
Centre County	5.1%	5.3%	8.1%
Clinton County	6.2%	6.2%	11.2%
Columbia County	5.6%	5.5%	10.5%
Lycoming County	6.3%	6.3%	11.7%
Mifflin County	5.9%	5.7%	11.2%
Montour County	4.4%	4.1%	7.9%
Northumberland County	6.6%	6.7%	12.3%
Snyder County	5.2%	4.8%	9.1%
Union County	4.4%	4.5%	9.1%
Central Pennsylvania	5.6%	5.6%	10.2%
Pennsylvania	6.6%	6.9%	13.0%
United States	5.4%	5.9%	10.2%

July 2021

The unemployment rate represents the proportion of individuals in the civilian labor force who are not working, but are waiting for a layoff to end or are actively seeking work. The graph below highlights changes in unemployment rates.

Change in Unemployment Rate: July 2021

■ Month Change ■ Year Change



Preliminary July 2021 seasonally adjusted data (downloaded August 2021)

Provided by the Center for Workforce Information and Analysis (CWIA), Pennsylvania Department of Labor and Industry.
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New Online Job Postings

Central Pennsylvania

Centre, Clinton, Columbia, Lycoming, Mifflin,
Montour, Northumberland, Snyder, and Union Counties



EMPLOYERS

- AB Staffing Solutions, LLC
- C.R. England, Inc.
- CRST International, Inc.
- Dollar General Corporation
- Doordash
- Freehold Cartage Inc.
- Geisinger Inc
- Kansas Hospital Association
- Liveops, Inc.
- Nesco Resource
- Paschall Truck Lines, Inc.
- Pennsylvania Department of Health
- Pennsylvania State University
- State College
- The Geo Group Inc
- The Pinnacle Corporation
- Uber Eats
- Uber Technologies, Inc.
- Weis Markets, Inc.
- Yrc Freight

OCCUPATIONS

- Childcare Workers
- Clinical Laboratory Technologists and Technicians
- Customer Service Representatives
- Fast Food and Counter Workers
- First-Line Supervisors of Food Preparation and Serving Workers
- First-Line Supervisors of Office and Administrative Support Workers
- First-Line Supervisors of Retail Sales Workers
- Heavy and Tractor-Trailer Truck Drivers
- Home Health and Personal Care Aides
- Insurance Sales Agents
- Licensed Practical and Licensed Vocational Nurses
- Light Truck Drivers
- Nursing Assistants
- Passenger Vehicle Drivers, Except Bus Drivers, Transit and Intercity
- Postsecondary Teachers
- Registered Nurses
- Retail Salespersons
- Secretaries and Administrative Assistants, Except Legal, Medical, and Executive
- Security Guards
- Stockers and Order Fillers

Based on employers and occupations with the highest number of new online job postings
from August 03, 2021 through September 01, 2021
Source: EMSI, 2021.3
Updated: September 2021

Online Job Postings Analysis Central Pennsylvania

Centre, Clinton, Columbia, Lycoming, Mifflin, Montour, Northumberland, Snyder, and Union Counties

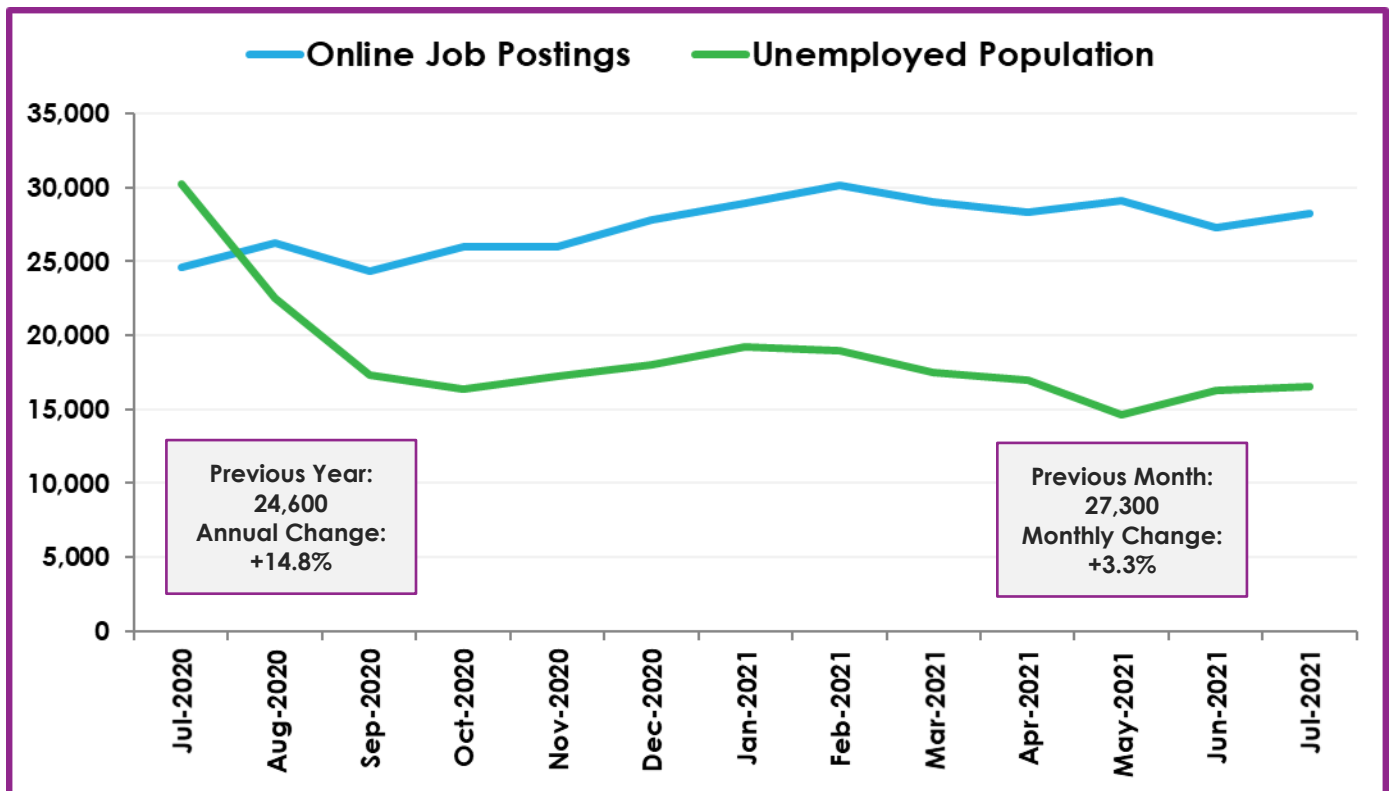
**Online Job
Postings:
28,200**

**Unemployed:
16,500**

**Unemployment
Rate:
5.6%**

**Unemployed
/Job Posting:
0.6**

Online Job Postings are not seasonally adjusted. Annual trends reveal overall changes. Unemployed and unemployment rate are seasonally adjusted. The number of unemployed persons only includes individuals who are not working and are eligible and actively searching for employment.



Unemployed and Unemployment Rate Source: PA Department of Labor and Industry, Center for Workforce Information & Analysis

***If every online job posting was filled by Central Pennsylvania jobseekers,
the unemployment rate in Central Pennsylvania would drop to 0.0%.***

Online Job Postings by Occupational Grouping

Occupational Grouping	July 2021	June 2021	July 2020	Monthly Change	Annual Change	Unemployed
Healthcare Practitioners and Technical	6,070	6,109	4,551	-0.6%	33.4%	513
Transportation and Material Moving	4,569	4,533	6,573	0.8%	-30.5%	3,762
Sales and Related	2,686	2,635	2,421	1.9%	10.9%	982
Office and Administrative Support	1,873	1,781	1,733	5.2%	8.1%	1,274
Healthcare Support	1,690	1,848	1,111	-8.5%	52.1%	751
Management	1,448	1,265	1,079	14.5%	34.2%	1,192
Food Preparation and Serving Related	1,447	1,402	1,227	3.2%	17.9%	1,848
Computer and Mathematical	1,182	958	705	23.4%	67.7%	159
Production	1,022	990	559	3.2%	82.8%	1,177
Installation, Maintenance, and Repair	867	869	640	-0.2%	35.5%	353
Educational Instruction and Library	852	784	629	8.7%	35.5%	995
Community and Social Service	766	715	562	7.1%	36.3%	229
Business and Financial Operations	712	638	537	11.6%	32.6%	380
Architecture and Engineering	561	544	364	3.1%	54.1%	256
Building and Grounds Cleaning and Maintenance	501	441	303	13.6%	65.3%	272
Personal Care and Service	458	419	404	9.3%	13.4%	437
Life, Physical, and Social Science	421	392	334	7.4%	26.0%	108
Arts, Design, Entertainment, Sports, and Media	380	367	277	3.5%	37.2%	198
Protective Service	300	253	182	18.6%	64.8%	211
Construction and Extraction	296	246	283	20.3%	4.6%	1,499
Legal	70	62	66	12.9%	6.1%	22
Farming, Fishing, and Forestry	36	42	32	-14.3%	12.5%	77
Military	5	8	8	-37.5%	-37.5%	4
Total Online Job Postings	28,212	27,301	24,580	3.3%	14.8%	16,699

Unemployed data provided by EMSI; derived from Characteristics of the Insured Unemployed, Local Area Unemployment Statistics, and EMSI databases; based on 12-month averages ending June 2021; unclassified indicates no previous work experience or unspecified

Employers

- Bayada Home Health Care
- C.R. England, Inc.
- CVS Health Corporation
- Cynet Systems Inc.
- Dollar General Corporation
- Geisinger Inc
- Kansas Hospital Association
- Pennsylvania State University
- Soft Solutions
- Wal-Mart, Inc.

These employers have the highest number of online job postings.

Occupations

- Customer Service Representatives: \$14.73
- First-Line Supervisors of Retail Sales Workers: \$17.72
- Heavy and Tractor-Trailer Truck Drivers: \$21.33
- Home Health and Personal Care Aides: \$11.81
- Licensed Practical and Licensed Vocational Nurses: \$22.17
- Light Truck Drivers: \$14.77
- Nursing Assistants: \$14.93
- Postsecondary Teachers: \$34.72
- Registered Nurses: \$33.92
- Retail Salespersons: \$11.06

These occupations have the highest number of online job postings.

Increasing Postings

- Clinical Laboratory Technologists and Technicians: \$24.70
- Home Health and Personal Care Aides: \$11.81
- Licensed Practical and Licensed Vocational Nurses: \$22.17
- Maintenance and Repair Workers, General: \$19.20
- Nursing Assistants: \$14.93
- Passenger Vehicle Drivers, Except Bus Drivers, Transit and Intercity: \$14.43
- Postsecondary Teachers: \$34.72
- Registered Nurses: \$33.92
- Secretaries and Administrative Assistants, Except Legal, Medical, and Executive: \$16.71
- Software Developers and Software Quality Assurance Analysts and Testers: \$43.11

These occupations have the highest increase in online job postings during the past year.

Wages are based on jobs held in Central PA and not the wages advertised in the online job postings.

Wage Source: EMSI, 2021.3; occupational wages do not include benefits and are based on current median estimates.

Economic Outlook

August 2021

United States

	Labor Force	Employed	Unemployed	Unemployment Rate
Current	161,537,000	153,154,000	8,384,000	5.2%
Last Month	161,347,000	152,645,000	8,702,000	5.4%
Previous Year	160,818,000	147,276,000	13,542,000	8.4%

- **Long-Term Unemployed:** 3.179M, decrease of -246,000 since last month (*unemployed for 27 weeks and over*)
- **U-6 Unemployment Rate:** 8.8% (*U-6: total unemployed (U-3) plus discouraged workers (U-4), plus all other marginally attached workers (U-5), plus total employed part time for economic reasons (U-6)*)
- **Job Openings:** 10.934M (*July 2021 preliminary*). This equates to 0.8 unemployed persons per job opening, or 1.3 persons using the U-6 Unemployment Rate.

Nonfarm jobs: 147.190M (85.0% private, 15.0% public)

- Monthly change: 235,000 (+243,000 private, -8,000 public)
- Largest industry **increases:** Professional and technical services (+58,500), Transportation and warehousing (+53,200), and Educational services (+40,200)
- Average monthly job change (total nonfarm jobs) since last year: +503,000
- Job change from 5 years ago: +2.526M more jobs

Initial Claims: 340,000

- Weekly change: -14,000
- Annual change: -535,000

Advance August 28 seasonally adjusted regular UC program data; U.S. Department of Labor

Initial Claims: The count of notices of unemployment requesting a determination of eligibility and entitlement for Unemployment Compensation (UC) benefits. A person can file multiple claims.

Unemployment Rate by Educational Attainment: *As educational attainment levels increase, unemployment rates decrease.*

- Less than a high school diploma: 7.8%
- High school graduates, no college: 6.0%
- Some college or associate degree: 5.1%
- Bachelor's degree and higher: 2.8%

Pennsylvania

	Labor Force	Employed	Unemployed	Unemployment Rate
Current	6,304,000	5,891,000	414,000	6.6%
Last Month	6,320,000	5,887,000	433,000	6.9%
Previous Year	6,432,000	5,593,000	839,000	13.0%

- 39th lowest state unemployment rate across the nation
- **Nonfarm Jobs:** 5.732M (88.0% private, 12.0% public; annual change: +4.0%)
- **Regular UC Initial Claims:** 229,300 (annual change: +36.0%)
- **U-6 Unemployment Rate:** 11.9% (*BLS, 2020Q3 – 2021Q2*)
- **Online Job Postings:** 606,700 (*EMS, July 2021*). This equates to 0.7 unemployed persons per online job posting, or 1.3 persons when considering the U-6 Unemployment Rate.

Central Pennsylvania

	Labor Force	Employed	Unemployed	Unemployment Rate
Current	292,900	276,400	16,500	5.6%
Last Month	291,600	275,400	16,300	5.6%
Previous Year	296,300	266,100	30,200	10.2%

- 6th lowest rate by WDA in PA
- Berwick borough: 6.7%
- Bloomsburg town: 6.0%
- Lewisburg borough: 4.9%
- Lewistown borough: 7.1%
- Lock Haven city: 6.7%
- Selinsgrove borough: 6.8%
- State College borough: 5.9%
- Sunbury city: 8.5%
- Williamsport city: 7.4%
- (Boroughs, Townships, and Cities are not seasonally adjusted)*
- **Nonfarm Jobs:** 253,100 (79.5% private, 20.5% public; annual change: +2.6%) (*NSA*)
- **Regular UC Initial Claims:** 9,600 (annual change: +33.8%)
- **Online Job Postings:** 56,400 (*EMS, July 2021*). This equates to 0.3 unemployed persons per online job posting, or 0.5 using an estimated U-6 unemployment rate of 10.1%.
- Top Online Job Postings by Occupation:**
 - Heavy and Tractor-Trailer Truck Drivers
 - Registered Nurses
 - First-Line Supervisors of Retail Sales Workers
- Top Online Job Postings by Employer:**
 - Pennsylvania State University
 - Geisinger Inc
 - Wal-Mart, Inc.

U.S. data: unless noted, seasonally adjusted August 2021 data provided by the Bureau of Labor Statistics

PA and Central PA data: unless noted, seasonally adjusted July 2021 data provided by PA Department of Labor and Industry's Center for Workforce Information and Analysis (CWIA)

NSA: Not seasonally adjusted; Updated: September 2021

Executive Committee, Workforce Development Board, and Local Elected Official Board 2021 Meeting Schedule

Note: All meetings will be held via webinar/teleconference until further notice.

January 8 Second Friday	Executive Committee 10:00 a.m. to Noon
February 12 Second Friday	Executive Committee 10:00 a.m. to Noon
March 17 Third Wednesday	LEO Board Meeting 9:00 a.m. to 9:30 a.m. WDB/LEO Board Meeting 10:00 a.m. to Noon
April 9 Second Friday	Executive Committee 10:00 a.m. to Noon
April 14 Second Wednesday	LEO Board Special Meeting 12:30 p.m. to 1:00 p.m. WDB Special Meeting 1:30 p.m. to 2:00 p.m.
May 14 Second Friday	Executive Committee 10:00 a.m. to Noon
June 16 Third Wednesday	Annual Meeting of the Members (LEO) 9:00 a.m. to 9:30 a.m. WDB/LEO Board Meeting 10:00 a.m. to Noon
August 13 Second Friday	Executive Committee 10:00 a.m. to Noon
September 15 Third Wednesday	LEO Board Meeting 9:00 a.m. to 9:30 a.m. WDB/LEO Board Meeting 10:00 a.m. to Noon
October 8 Second Friday	Executive Committee 10:00 a.m. to Noon
November 12 Second Friday	Executive Committee 10:00 a.m. to Noon
December 15 Third Wednesday	LEO Board Meeting 9:00 a.m. to 9:30 a.m. WDB/LEO Board Meeting 10:00 a.m. to Noon

Workforce Development Board (WDB) Membership

Jamie Aurand, Chairperson
Susque-View Home

Vacant, Vice Chairperson

Jim Stopper, Treasurer
Evangelical Community Hospital

Jay Alexander, Immediate Past Chairperson
Wayne Township Landfill

Sue Auman
Union-Snyder Community Action Agency

Jim Nemeth
Autoneum

Jim Beamer
IBEW, Local #812

Steve Stumbris
*Bucknell University Small Business
Development Center*

Kenneth Chappell
Lycoming/Tioga County Assistance Office

Susan Swartz
Office of Vocational Rehabilitation

Michele Foust
Glenn O. Hawbaker, Inc.

Todd Taylor
*Central PA Institute of Science &
Technology*

Dean Girton
Girton Manufacturing Company

Suzanne White
Kish Bank

Bruce Jones
*Bureau of Workforce Partnership &
Operations*

Jenna Witherite
Central Intermediate Unit 10

Keith Koppenhaver
IUOE, Local #66

Tracie Witter
PPL Electric Utilities

Lynn Kuhns
Apex Homes of PA, LLC

Dave Zartman
Zartman Construction

Jeff Lowry
Geisinger Health System

Local Elected Official Board (LEO) Membership

Commissioner Kenneth Holdren, Chairperson
Montour County

Commissioner David Kovach, Vice Chairperson
Columbia County

Commissioner Steven Dershem
Centre County

Commissioner Robert Postal
Mifflin County

Commissioner Angela Harding
Clinton County

Commissioner Chuck Steininger
Snyder County

Commissioner Joe Klebon
Northumberland County

Commissioner Stacy Richards
Union County

Commissioner Richard Mirabito
Lycoming County

Standing Committees of the Workforce Development Board

Executive Committee

Jamie Aurand, Chair
Jay Alexander
Jim Beamer
Michele Foust
Dean Girton
Ken Holdren*
Jim Stopper
Suzanne White
Dave Zartman

Staff Contact: Erica Mulberger

Audit/Finance Committee

Jim Stopper, Chair
Jamie Aurand
Dean Girton
Ken Holdren*
Richard Mirabito*
Susan Swartz
Todd Taylor

Staff Contact: Brooke Gessner

Governance Committee

Dean Girton, Chair
Angela Harding*
Rob Postal*

Staff Contact: Erica Mulberger

EARN Committee

Kenneth Chappell, Chair
Mike Bucher^
Patty Cox^
Jeffrey Foreman^
Kathleen Holmes^
Bruce Jones
Michael Lisnock^
Erica Mulberger^

Staff Contact: Patrick O'Connor

Personnel Committee

Jay Alexander, Chair
Jamie Aurand
Michele Foust
Dave Zartman

Staff Contact: Erica Mulberger

Policy & Performance Committee

Jim Beamer, Chair
Suzanne White

Staff Contact: Korrie Lucas

Youth Committee

Suzanne White, Chair
Jay Alexander
Ed Christiano^
John Kurelja^
Dan Long^
Daphne Ross-Bowers^
Rick Steele^

Staff Contact: Alexa Hann

* LEO Board Member

^ Non-WDB/LEO Board Member

Staff Listing

Policy and Management

Supporting the Workforce Development Board, Executive Committee, Governance Committee, Personnel Committee and Local Elected Official Board

Erica Mulberger, Executive Director: Responsible for overall management of Advance Central PA including finance, operations, policy and projects. Reports to the Chair of the Workforce Development Board. emulberger@AdvanceCentralPA.org

Vacant, Office/Board Coordinator: Responsible for administrative support for Advance Central PA and all committees; assists with accounts payable and receivable. Reports to the Executive Director.

Finance Department

Supporting the Executive Committee, Audit/Finance Committee and Local Elected Official Board

Brooke Gessner, Finance Manager: Responsible for management, supervision and reporting of financial resources for Advance Central PA; budgeting, fiscal related policy and procedure, oversight of contracts and subcontractors and property management. Reports to the Executive Director. bgessner@AdvanceCentralPA.org

Cheryl Reish, Senior Accounting Coordinator: Responsible for bookkeeping and accounting activity, payroll, accounts payable and receivable and electronic fund management. Reports to the Finance Manager. creish@AdvanceCentralPA.org

Operations Department

Supporting the Executive Committee, Employer Strategies Committee, Local Elected Official Board, EARN Committee, Policy & Performance Committee and Youth Committee

Korrie Lucas, Assistant Director: Responsible for policy and program management and oversight for EARN, WIOA, and other workforce programs in the PA CareerLink® sites. Reports to the Executive Director. klucas@AdvanceCentralPA.org

William Berry, Senior Research Analyst: Responsible for performing industry cluster and labor market research for Advance Central PA and supporting project partners and special data requests. Reports to the Executive Director. wberry@AdvanceCentralPA.org

Alexa Hann, Youth Programs Manager: Responsible for policy and program support for WIOA In-School Youth and Out-of-School Youth programs, TANF Youth programs and other youth initiatives in the PA CareerLink® sites and schools. Reports to the Assistant Director. ahann@AdvanceCentralPA.org

Patrick O'Connor, Workforce Coordinator: Responsible for policy and program support for WIOA Adult and Dislocated Worker programs and Department of Human Services EARN programs in the PA CareerLink® sites. Reports to the Assistant Director. poconnor@AdvanceCentralPA.org

Marca O'Hargan, Compliance Monitor: Responsible for monitoring PA CareerLink® sites and programs including but not limited to Title I Adult, Dislocated Worker and Youth and EARN programs. Reports to the Assistant Director. mohargan@AdvanceCentralPA.org

Vacant, Business Engagement Coordinator: Responsible for policy and program support focusing on business as the primary customer. Oversees industry cluster activities and special grants that are obtained which involve local employers. Reports to the Executive Director.

Luke Zeigler, Mentor Coordinator: Responsible for implementation of Advance Central PA's program, LIFT Central PA, from recruitment through to the close of the formal mentoring relationship as well as maintenance of Advance Central PA's Path to Careers website. Reports to the Youth Programs Manager. lzeigler@AdvanceCentralPA.org

PA CareerLink®

Responsible for managing and coordinating the daily functions and operations of PA CareerLink® sites to ensure compliance and alignment with certification requirements, the State Workforce Plan, Advance Central PA's Local and Regional Plans, and all agreements and policies. Functionally supervised by the PA CareerLink® Operator.

Jamie Mercaldo, PA CareerLink® Administrator: Responsible for integrated services, continuous quality improvement and outstanding customer service while assessing and addressing community workforce needs for the PA CareerLink® Northumberland/Snyder/Union Counties and PA CareerLink® Columbia/Montour Counties. jmercald@AdvanceCentralPA.org

Rachael Ulmer, PA CareerLink® Administrator: Responsible for integrated services, continuous quality improvement and outstanding customer service while assessing and addressing community workforce needs for the PA CareerLink® Lycoming County and PA CareerLink® Clinton County. rulmer@AdvanceCentralPA.org